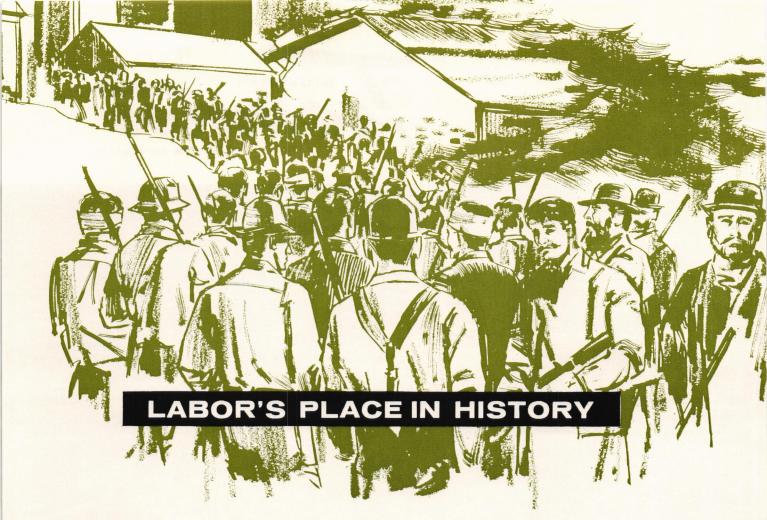


MARCH, 1965



**National Construction Division Meets** 

See page 4



Labor's place in history often has been one of reaction to management's role in the sequence of events. The recent death of an 87-year-old man revived memories of one of the bloodiest eras in 20th century trade union history.

The man was Tom Girdler.

Sometimes called "Tough Tom," Girdler was the first board chairman of Republic Steel Corp. He was an arch-foe of unionism throughout his steel managerial career which began in 1902.

Girdler, perhaps more than any anti-unionist in the first half of this century, by his actions forced the question on the public conscience; Exactly who is responsible for industrial bloodshed—labor or management?

"I have a little farm with a few apple trees," said Girdler in 1934, "and before spending the rest of my life dealing with John L. Lewis, I am going to raise apples."

Three years later, the Congress of Industrial Organizations signed a contract with "big steel"—the U.S. Steel Corp.—but "little steel," led by Girdler at Republic refused to bargain.

The inevitable strike began May 26, 1937, in Republic plants at Canton and Masillon, Ohio. It quickly spread to other mills in 7 states.

Nearly a million workers were idle for almost 6 weeks. On Memorial Day, 10 persons were killed in South Chicago as company police clashed with strikers and sympathizers outside a Republic plant. A half dozen other workers lost their lives in clashes elsewhere. The strike-bound plants were not reopened until after the Ohio National Guard was called out.

After the strike, Senate investigators found it "difficult to believe" Girdler's statement that anti-union activities of Republic's plant policemen were carried on without his knowledge.

During the strike, it was recorded, Republic maintained an arsenal of: 522 revolvers—64 rifles—2,707 hand grenades—143 gas guns—245 shotguns.

The CIO, with the help of Wagner Act provisions, obtained an order forcing Republic to reinstate 5,000 fired workers with \$1 million in back pay. Finally in 1942, Republic Steel—but not Girdler—signed a CIO contract.

Late in his corporate career, Girdler bemoaned the fact that he had never risen to the status of a captain in the steel industry which he liked so much because there was "something feudal" about it.

Girdler did achieve other status, however.

Fortune magazine once reported that at Aliquippa, Girdler's labor policies were such that the company-dominated town "was known to steel men as the perfect company town."

Union leaders had another name for Aliquippa—the Siberia of the steel industry.

In an autobiography, Girdler remarked:

"I know I have been villified not because I am Tom Girdler, but because I was a symbol of management, conspicuous because I dared to resist something I still believe should be resisted for the sake of my country..."

. . . With 522 revolvers, 64 rifles, 2,707 hand grenades, 143 gas guns, and 245 shotguns.

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Volume No. 62, No. 3 March, 1965 Construction Division Seeks National Pacts Plans made at Miami Beach meeting Construction Locals Urged to Seek Wage Evidence Needed to prevent undercutting wage determination Airline Division Enters National Agreement Air freight forwarder agrees to terms N. Y. Brewery Locals Sign Equality Pact 8 Agree to non-discrimination hiring agreement **NLRB Ruling Permits "Carving Out" Store Units** 10 Decision will be boon to retail organizing Businessmen Ready Guns at 14(b) Repeal 12 Congressman offers "gimmick" measure **Teamsters Support Administration Education Bill** 14 Propose Wagner Act for teachers Pressure on to Ban Pre-Trial Publicity 18

## Support grows for passage of Morse bills On Page 22, a SPECIAL REPORT

Home Buyers Know Little
About Extra Charges Involved
In Purchasing a Home



The International Teamster has an average monthly circulation of 1,506,608 and an estimated readership of 3,800,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

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#### Anti-Polygraph Bill Supported

Teamsters in the state of Washington have come forth to testify on behalf of a measure proposed in the legislature to make it unlawful for employers to require any employee or prospective employee to be subjected to any "lie detector" tests as a condition of employment.

Among those supporting the measure was Fred Klinefelter, secretary-treasurer of Teamster Local 353 in Seattle. Also supporting the proposed bill was William Roberts, a Teamster attorney.

#### Sconyers Retires At Local 905

Robert L. Sconyers, president of Teamster Local 905 in Denver for the past 16 years, retired from his post recently after ending a long job career. The local union presented Sconyers with a gavel trophy.

#### NLRB Orders Dairy Vote

The National Labor Relations Board has ordered an election among employees of the Alta-Dena Dairy in Monrovia, California, on behalf of Teamster Local 93, despite the employer's claim that all his employees were agricultural workers and excluded by the Taft-Hartley Act.

The NLRB also excluded from the potential bargaining unit all "cash and carry store employees" because the nature of their work gave them interests different from those of the plant and driver employees.

#### Students Seek WC Scholarships

A total of 626 sons and daughters of rank-and-file Teamsters Union members within the Western Conference geographical area have applied for the 4 scholarships to be awarded by the Conference late this spring.

The program, being inaugurated this year, will provide the scholarships for the college academic year beginning next September.

Each of the 4 fortunate students will receive \$500 renewable annually for a similar amount to be applied toward study at an accredited college or university within the 14 western states and the 3 western Canadian provinces.

#### Canadian Teamster A Life Saver

There's no telling how many motorists owe their lives to Norman Stephanishin, a member of Teamster Local 181 in Kelowna, B.C., Canada, as a result of his quick thinking in spreading an avalanche warning.

Stephanishin was driving his tankertrailer to Vancouver in the early evening when he saw a car ahead that had rammed into a snow slide that had covered part of the highway.

The occupants of the car wanted Stephanishin to help get their car out but he refused to move his rig into the danger area after hearing further rumbling up the mountainside. The motorists declined to leave their car. Stephanishin got another truck driver to halt and prevent any more vehicles from moving into the area. He also

flagged down a bus and convinced the driver that it was necessary to go back and spread a warning.

During the night, while Stephanishin was alerting highway authorities, the rumbling he had heard developed into a full-fledged avalanche and wiped out a mile and a half of highway—including his truck which was parked a quarter of a mile away from the original slide.

Four persons lost their lives—including people in the car which Stephanishin had first seen stuck into the snow—but scores of others perhaps escaped death due to the Teamster's warnings.

#### New Agreement At Honeywell

Members of Teamster Local 1145 in Minneapolis, Minn., have approved a new 2-year contract with Honeywell Mfg., providing pay raises ranging from 15 to 27 cents an hour over the life of the agreement.

The ratification vote was 2,771 to 1,056.

L. J. LeVoir, Local 1145 secretary-treasurer, said the hourly wage increases ranged from 7 and 8 cents each year in the lowest paid grades to 13 and 14 cents for the highest pay classifications.

The gains bring the lowest labor grade to \$2.22 an hour and takes tool designers to a top of \$4.31 an hour.

The agreement included an extra half-holiday and 4-week vacations after 18 years on the job. There were increases negotiated in hospital and medical benefits, and life insurance. Also, an optional medical plan was established.

#### New York Local Plans New HQ

Teamster Local 807 in New York City plans to move to a new headquarters location late next summer.

John E. Strong, Local 807 president, said the union is in the process of buying a 5-year-old structure in Queens. The total cost of the building and a black-topped parking area to accommodate 100 cars will be \$356,000.

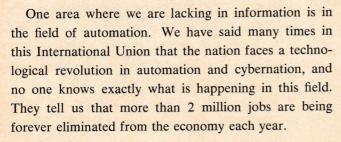
The structure has 2 stories and a basement. The basement may be altered to provide a meeting hall large enough for 100 persons.

In a central location, the building is accessible to major highways and bridges.

## **Meaningless Statistics**

IN OUR ZEAL to remedy past legislative ills, organized labor is pushing as a first order of business for repeal of Section 14(b) of Taft-Hartley which gives the various states the right to pass compulsory open shop laws.

After working hard during the election, organized labor has a right to expect that anti-union bills be repealed. But, in addition to correcting past ills, we should keep up with the times and work in the legislative field to see that current problems do not grow old before solutions are found.



We are told that new skills will be needed in the future when one looks for a job. We are also told that we should not fight progress on the production line.

These generalities are a poor foundation upon which to build for the future of job seekers.

We need now an investigation by the proper committee of the Congress, a committee equipped with the power to subpoena those who deal in automated and cybernated production techniques. This committee should have the power to demand answers from these people on what they have already done in this field and what they plan to do in the future.

Previous committees of the Congress have tried to find these answers. But businessmen have refused to give answers on what they have done and what they plan to do, claiming that to do so would be to give away to competitors their company secrets.



The figure of 2 million jobs a year sacrificed to automation is based on the testimony of one man before a congressional committee. We need the testimony of many to come up with a realistic figure.

We do not know whether those 2 million jobs are skilled or unskilled jobs. We have retraining programs financed with taxpayers' money, but we lack information to realistically retrain those thrown out of work by automation.

Programs to wipe out poverty and programs for a Great Society are meaningless when they lack the basic facts.

It does no good to plan to wipe out poverty and to implement a Great Society when those plans are based on unemployment figures which are meaningless. We speak of 5 per cent of the work force unemployed when these statistics do not consider workers who have been out of work so long that they are no longer even statistics, workers who are under-employed but are counted as having a job, workers who have two jobs to make ends meet.

The real answers to the impact and effects of automation and what to expect in the future, and a realistic census of the jobless are two areas which should be made a study of the Congress, a study armed with the muscle to obtain real answers.

Until this approach is taken, all the committees and all the commissions and their efforts to attack these problems will do little to help the job seeker and those thrown out of work because of automation.

James R Hoffo



## STATE OF THE UNION



Approval of plans for two master contracts—a National Pipe Line Agreement and a National Construction Agreement—came out of this mid-February meeting of the

National Division of Building Material and Construction Drivers, joined by committees from the four Teamster area conferences.

# **Teamster Construction Division Plans for National Agreements**

TWO pioneering proposals for national agreements were approved at a mid-February meeting of the National Division of Building Material and Construction Drivers and Committees from the four Area Conferences of Teamsters.

Some 50 delegates gathered in Miami Beach, Fla., to hear Teamster General President James R. Hoffa, assisted by Thomas H. Owens, director of the National Division of Building Material and Construction Drivers, outline the proposals for a National Pipe Line Agreement and a National Construction Agreement.

After discussion and language amendments were made, the group unanimously endorsed both proposals which will be taken back to the various Teamster Area Conferences for further consideration.

The final contract drafts will then be discussed respectively in separate Springtime meetings with representatives of the Pipe Line Contractors Assn., and with members of the National Constructors Assn.

The National Pipe Line Agreement would cover some 7,500 Teamsters—eventually an estimated 25,000 members — engaged in construction of mainline pipe and underground cable



Tom Owens, director of the National Construction Division, explains that the National Pipe Line Agreement will cover 7500 Teamsters, employed by 95 per cent of the industry's contractors. The National Construction Agreement will affect 143,000 Teamsters engaged in heavy construction.

work for cross-country and lateral lines slated to transport coal, gas, oil, water, vapors or liquids, and other materials.

Covering an estimated 143,000 Teamsters, the National Construction Agreement would apply primarily to heavy industry construction such as chemical plants, large manufacturing compounds, dams, and so forth.

In both cases, all non-monetary items would be spelled out in the master agreement with monetary items to be negotiated locally as addenda to the contract.

#### Accomplishment

Hoffa, noting that there has been a need for national agreements for many years because of the country-wide mobility of pipe line contractors and heavy industry constructors, complimented the delegates to the meeting by saying:

"We've accomplished more in a few hours than we have in the last 15 years."

Owens said that in the case of the Pipe Line Agreement, it would be virtually industry-wide because 95 per cent of the contractors belong to the Pipe Line Contractors Assn.

Owens said that of the 30 members of the National Constructors Assn.,

Proposed pipe line construction for the United States and Canada in 1965 is expected to total 18,928 miles at an estimated cost of more than \$2.1 billion according to *Pipeline Construction*, trade magazine.

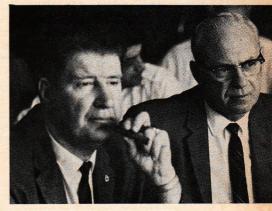
Natural gas line construction will account for most of the total with 14,700 miles planned at a cost in excess of \$1.8 billion. There are 2,340 miles of products pipe lines planned to cost \$133 million and 1,888 miles of crude oil pipe lines at a cost of more than \$208 million.

Altogether, pipe line work in 1965 is expected to have one of its biggest boom years in history with 24,388 miles of oil and gas lines planned for construction throughout the world at an estimated cost of nearly \$3 billion.

U.S. and Canadian work will account for nearly four-fifths of the mileage and two-thirds of the dollar volume.

more than two-thirds have committed themselves to the idea of a National Construction Agreement and that the others are expected to approve the master contract on an individual basis.

Both proposed agreements contain language defining work jurisdiction, union recognition and security, grievance machinery and other common



Playing important roles in discussion at the National Construction Division meeting were (left to right): Mark Holmes, a representative of Teamster Joint Council 37 in Portland, Ore., and Gerald Shearin, secretary-treasurer of Teamster Local 137, Marysville, Calif.

Ready to pose a question at the National Construction Division meeting was Dick Crowther, of Local 247, Detroit.





International Vice President and Director of the Eastern Conference of Teamsters Thomas E. Flynn (extreme upper left) was in attendance at the meeting, at which plans were made for national pacts in pipeline and heavy construction.

clauses applicable to the appropriate industries.

Taking part in the proceedings was International Vice President Thomas E. Flynn, chairman of the Eastern Conference of Teamsters.

Sidney Zagri, legislative counsel for the IBT and director of DRIVE, made a presentation of legislative problems facing workers in the building construction trades area, particularly those applicable to Teamsters Union members. There are 320 Teamster local unions with members engaged in construction work. Of the estimated 143,000 members, more than 40 per cent work in the Central Conference area, 30 per cent in the Western Conference, 25 per cent in the Eastern Conference, and the rest in the Southern Conference.

### **Davis-Bacon Trap**

## **Payment Evidence Needed to Support Prevailing Wages and Fringe Benefits**

Because of a determined effort by non-union contractors and contractor associations to undermine prevailing wages and fringe benefits under the Davis-Bacon Act, Teamster local unions with construction members are being encouraged to develop detailed payment evidence to support union wage structures and fringe benefits.

Thomas E. Owens, director of the National Division of Building Material and Construction Drivers, said that no longer can it be taken for granted that in areas where Teamster locals have had a long history of collective bargaining in the construction industry, can such agreements be solely acceptable as evidence of prevailing wages and fringe benefits.

The reason is that big contractor representatives have gone into areas in recent months where penny-ante operators have been working small, non-union jobs. There they gain evidence of extreme low rates. They forward the evidence to the Wage Determination Division in an attempt to convince the Department of Labor that the wage rates provided for in bona fide agreements are not the prevailing wage rates for a given area.

The tactic has proven to be a successful method of undermining long-standing union wages and benefits.

In some cases, Owens said, such evidence has been used to successfully convince the Wage Determination Division that state-wide agreements with contractor groups dominating the construction field are not the prevailing rates.

"Consequently," Owens said, "we are finding it necessary to submit more and more payment evidence to the

Wage Determination Division in support of our union wage structures and fringe benefits."

Owens suggested a 5-point procedure for Teamster construction locals to follow to insure the predetermination of proper union rates:

1—Send to the National Division of Building Material and Construction Drivers 2 signed copies of all newly-consummated construction agreements with a title page or covering letter which defines the type of construction work and the exact area covered.

2—Underscore in the agreement any changes in fringe benefits covered by the Davis-Bacon Act.

3—In the event that a local union has no bona fide agreements, it should then endeavor to have each contractor working in the area to complete and sign a payment evidence form which indicates the number of employees and wage rates that are paid.

4—In specific areas where local unions with bona fide agreements have only occasional union construction jobs, it is vitally important that payment evidence be obtained so that their union wages will continue to be predetermined.

5—Local unions that have no agreements and where payment evidence is not now available should submit to the National Construction Division a list of all union contractors who have done work within their jurisdiction within the past 5 years.

Owens said his office would furnish payment evidence forms to any local union in need of them and lend any possible assistance in helping to bring about the proper predetermination of wage rates affecting Teamsters.

#### Andrade Named

PETER A. ANDRADE, a Teamster for 37 years, and chairman of the Western Cannery and Food Processing Council, has been appointed general organizer for the International Union by President James R. Hoffa.

Andrade first joined the Teamsters in 1928 when he became a member of Local 85 in San Francisco. Between 1941 and 1943, he was an organizer for the Western Warehouse and Produce Council, leaving that post to become Secretary-Treasurer of Local 890 in Salinas.

Eight years later he became an organizer for the Cannery Division and assumed the directorship of that Western Conference affiliate in 1953.

The appointment was effective February 1, 1965. Andrade will continue as chairman of the Western Cannery and Food Processing Council, a position he has held since 1953.

### Arkansas Dairy

Route salesmen and warehousemen at the El Dorado, Ark., plant of Midwest Dairies, Inc., recently voted for Teamster representation in an election conducted by the National Labor Relations Board. The employees voted 12 to 9 in favor of representation by Teamster Local 568 which is head-quartered at Shreveport, La.

# Firm Ordered To Cease Unfair Practices

The National Labor Relations Board has ordered—and the Coca Cola Bottling Company of Alpena, Michigan has agreed—to cease what the NLRB determined to be unlawful conduct under the Taft-Hartley Act.

Specifically the NLRB ordered the company to cease discharging employees because of membership in the Teamsters, coercively questioning its employees about union activities, and threatening employees with closing down its operation, discharge, and reduction in wages, if they selected Teamster Local 46 as their bargaining agent.

The employer also agreed to reimburse an employee for losses suffered because of discrimination for union activity.

#### **A Teamster First**

# Airline Division Reaches Agreement For National Freight Forwarding Pact

AT A HISTORIC meeting last month in Chicago, the Teamster Airline Division reached agreement for a contract with the ABC Freight Forwarding Co., and its operations in Chicago, Detroit, and New York.

Local union negotiators in those areas are now working out local addenda to the national agreement covering wages and working conditions.

Teamster General President James R. Hoffa was chairman of the meeting, assisted by International Union Vice Presidents Harold J. Gibbons and John T. O'Brien, and Teamster Airline Division Director Henry Breen.

Local unions involved are Local 295 in New York, Local 299 in Detroit, and Local 705 in Chicago.

At the meeting, Hoffa announced that the Airline Division is currently working to bring all organized air freight forwarding companies under the terms of the national agreement,

## Order to Bargain

A moving and storage company in Madison, Wisconsin, has been ordered by the National Labor Relations Board to cease unlawful activity designed to discourage union activity of its employees and to bargain with Teamster Local 695 upon request of the union.

The NLRB found that Heick Moving and Storage Company had refused to bargain in violation of the Taft-Hartley Act, when, without a good faith doubt, it refused to recognize the Teamsters which represented a majority of its employees.

Other violations included distribution of a letter which implied a promise of an insurance benefit if employees rejected the Teamsters; a threat to close the business if the union was voted in; and coercively interrogating employees as to their feelings and reactions to the letter; and other unlawful threats made by a supervisor.

An election held almost a year ago and lost by the Teamsters was set aside and the employer ordered to bargain with Local 695 upon that union's request.

and is undertaking a nationwide organizing campaign among non-union air freight forwarding firms.

Airline Division personnel will be available to local unions and joint councils to assist with the organizing drive.

In conjunction with the organizing drive among the non-union air freight forwarders, the National Airline Division of the International Union is currently engaged in a survey of all major air terminals in the United States.

Commenting on the program for national air freight forwarding agreements, Hoffa stated that there is general agreement among the unionized companies that such contracts will standardize the industry and bring uniformity to work rules and other conditions which affect the companies' operations.

## New Members Must Be Fully Initiated

TEAMSTER General President James R. Hoffa, late last month, called attention of local union officials to a recent decision of the 1st Circuit Court of Appeals which involves "maintenance of membership" clauses in labor agreements.

The court ruled that to be bona fide members of a labor union applicants must complete all steps required by the union constitution.

The case involved 50 employees of the United Nuclear Corporation who had paid the union initiation fee and had participated in and voted at union meetings, but who had not been approved by a majority of the members and formally initiated and had not taken the membership oath as required by all applicants for membership under the union's constitution.

When these employees failed to remain current in their dues payments, the union requested the employer to discharge them in accordance with the "maintenance of membership" provision of the contract. When the employer refused to do so, the union filed a grievance under the contract.

The employer then filed a charge with the National Labor Relations Board alleging that the grievance sought to force him to discriminate against the 50 employees in violation of the National Labor Relations Act.

While the Board held that the union's contract did not violate the Act, the Court of Appeals did not agree.

The court concluded that the union had, in fact, violated the Act because it was seeking the discharge of employees who were not "members" in good standing on the date the maintenance of membership clause became effective.

Commenting on the decision, Hoffa stated:

"Our lawyers advise us that to avoid the impact of this decision, a union should make certain that those who tender initiation fees comply with all other requirements of the constitution that are a prerequisite to full membership in the union.

"What these requirements are, of course, will depend upon union bylaws and the constitution.

"Similar compliance with such requirements should also be insisted upon where the contract provides for a union shop or for any type of union security. If any employee has failed or refuses to comply with all applicable membership requirements, consult with your local counsel on the proper procedure," Hoffa stated.

### **Equality Pact**

# New York Brewery Locals Take Lead In Unique Non-Discrimination Move

A UNIQUE agreement to bar discrimination in hiring in New York City's five giant breweries has been signed by leaders of two Teamster brewery locals, representatives of the brewing firms, and the Negro American Labor Council.

The agreement reaffirms the right of any person who believes that he was refused a job or denied job rights because of race, color or national origin to file a complaint as an individual or through a recognized civil rights organization, with the union or the company involved.

If the complaint is not satisfactorily resolved within a specified number of days, the complaint may then be filed with an impartial arbitrator whose decision shall be final and binding on all parties.

The trail-blazing agreement was signed on behalf of Brewery Workers

Local No. 3 by its president John Hoh, and for Brewery Delivery Local No. 46 by its president Alfred P. Dunne.

A. Philip Randolph, president of the Brotherhood of Sleeping Car Porters, is president of the Negro American Labor Council.

In addition to providing for final and binding decision by a third party in all alleged cases of bias, the agreement states that the "companies and unions agree that starting immediately they will use their best efforts to place on permanent jobs all available Negroes and Puerto Ricans with substantial past work experience in the industry," and agree that in addition "continued efforts will be made on their part to increase the number of Negro and Puerto Rican workers in the permanent work force through new hirings as vacancies occur."

The Hon. Hubert T. Delaney, a Negro and former justice of the Domestic Relations Court, was named as the impartial arbitrator as designated in the agreement.

Teamster officials Hoh and Dunne emphasized, as did the unions' counsel, I. Philip Sipser, that the non-discrimination pact "in no way affects the provisions of the collective bargaining agreement" now in effect, and that all seniority and other provisions "remain intact and unchanged."

Discussions leading to the agreement were held under the auspices of the New York City Commission on Human Rights and flowed from charges filed against the unions and the companies by some 30 Negro workers who charged that they had suffered discrimination in employment, through the hiring hall operated by the local unions.

#### Jobs Decline

These charges were rebutted by the local unions which pointed out that permanent jobs in the five breweries have declined by several hundred in recent years, due to automation, thus eliminating men with least seniority and effectively preventing any new hiring during these years.

The talks continued, however, aimed at the establishment of a fool-proof code for new hiring. This was done because a recent development in the industry opened the possibility of additional job openings for the first time in more than 8 years.

This development was the retirement of several hundred older men on an early retirement incentive program negotiated into a new industry contract which became effective last June.

Under the terms of that historic agreement, any employee 60 years of age or over may retire on pension and receive in addition an employer-paid bonus of \$127 per month until he reaches his 65th birthday; men over 65 receive a bonus of \$11 a month for a fixed period of 36 months after retirement, plus their full pension.

### Safe Driver Retires



Jack H. Eggers (center), a long-time member of Teamster Local 87 in Bakersfield, Calif., is shown receiving his first pension check from Joe Foster (left), Local 87 business agent, after retiring from a 42-year career of driving over-theroad. Taking part in the check presentation is R. B. Ernst (right), president of the Oilfield Trucking Co., for which Eggers first went to work in 1922. Eggers rolled up more than 3 million miles on the highways and received numerous safe-driving awards in the process.

The incentive bonus, coupled with a substantially increased regular pension benefit, induced a large number of older employees to retire and created openings for some new workers despite the continuing loss of steady jobs due to automation.

Teamster local union presidents Hoh and Dunne were in full agreement that everything possible must be done to assure complete equality in hiring and full compliance with the recently enacted Civil Rights Law.

The agreement was submitted to such civil rights groups as the Urban League, the National Association for the Advancement of Colored People, the Congress on Racial Equality, and was approved by these organizations.

Provision is made in the pact for periodic review of progress made in fulfilling its objectives by the Commission on Human Rights.

#### Armored Car Contract

Teamster Local 610 in St. Louis, Mo., has negotiated a new 3-year agreement calling for substantial wage increases for 65 members employed by Brinks Armored Cars, Inc.

Pete Saffo, Local 610 secretary-treasurer, said the pact covers drivers, messengers, assistant cashiers, and guards.

In addition to 3 annual hourly wage gains of 9 cents each, the agreement provides for incentive pay of 5 cents an hour for messengers and 10 cents an hour for assistant cashiers.

The vacation schedule was improved to 4 weeks after 16 years on the job. An 8-hour work day was written into the agreement also.

Other gains included Central States pension coverage to provide \$250 monthly income after retirement, an improved sick leave schedule, and a guarantee of seniority for employees in case of a merger with another company.

### Bid to Coerce Workers Nipped

The National Labor Relations Board, upholding a trial examiner, has ruled that Montgomery Ward in Melbourne, Florida, violated the Taft-Hartley Act by granting merit increases and overtime benefits for the purpose of defeating Teamster Local 172 in an organizing campaign.

#### **Teamsters Promoted**



Three members of Teamster Local 832 in New York City are shown being sworn in to new jobs of responsibility after their promotions. Taking part in the ceremony are (left to right): New York City Sanitation Commissioner Frank J. Lucia; Elsie A. Knight, vice president of Local 832, and the newly-promoted members—Esther Sperling, Margaret Holden, and Mollie Grossbach. Local 832's membership is composed entirely of civil service employees of New York City.

## Detroit Mayor Grateful To Teamsters

(Editor's Note: The following letter was received recently by Local 299 Business Agent Ralph Proctor.)

Mr. Ralph Proctor Business Representative Teamster Local 299 2741 Trumbull Detroit, Michigan

Dear Mr. Proctor.

On behalf of the City of Detroit and of hundreds of thousands of happy youngsters, I want to thank you for your generous contribution to the 1964 Christmas Carnival.

As you know, the Carnival was a resounding success. Final attendance was nearly 380,000 . . . 40,000 more than in 1963 when the show ran for an additional week. We are preparing a more detailed report which will be made available to you upon completion.

In its three years of operation, the Carnival has become one of the community's most important events.

You certainly deserve a great deal of credit for the success of this worthwhile endeavor.

Very truly yours, /s/ Jerome P. Cavanagh Mayor

# NLRB Ruling Permits Unions To 'Carve Out' Store Units

A RECENT ruling by the National Labor Relations Board which will permit unions to "carve out units" in a department store is being hailed as a step toward removing the basic stumbling block in the organization of employees of these firms.

The NLRB ruling declares that a group of employees of a department store—such as non-selling, restaurant sales or office clerical—can constitute an appropriate unit for a collective bargaining election.

The ruling by the Labor Board reverses previous policy which had maintained that when petitioning for an election among department stores employees, the union must petition for all personnel in the store.

What that policy had done was to pit department against department, each with its different needs and interests, and in many, many cases departments desiring union membership were denied collective bargaining.

The NLRB recognized the unrelated nature of different departments in reaching its decision.

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Among the factors it considered in its decision, the NLRB pointed to "lack of mutuality of interest between the employee units." These included:

- 1. Employees in each of the separate units generally work under separate supervision.
- 2. The nonselling employees work in departments and offices apart from the selling employees.
- 3. There is no interchange between selling and nonselling employees.
- 4. Selling employees receive separate training for their jobs.
- 5. Dress regulations differ for selling and nonselling employees.
- 6. Job performance ratings differ between nonselling and selling (nonselling productivity is measured on a departmental basis, selling productivity on an individual basis).
- 7. Wages vary depending on duties performed.
- 8. There are few transfers between selling and nonselling jobs.

The NLRB decision involved a case brought by the Retail, Wholesale and Department Store International Union in organizing efforts among employees of three department stores, Stern's department store in Paramus, N.J., Lord and Taylor and Arnold Constable, both in New York City.

Employers argued that any election among their employees for union representation should be conducted storewide

The decision for department-bydepartment collective bargaining units is being hailed in union circles as a historic ruling which will implement organizing in the nation's department stores.

However, one thorn still remains in the side of department store organizing, that being the NLRB's insistence that part-time employees be allowed to vote in union representation elections.

Union's have long contended that the job-interest of part-time employees, too, is different than the jobinterest of those who derive their entire livelihood from full-time employment in a department store.

With no full-time interest and dependence upon the department store employment, part-time employees are an employer's most effective weapon in defeating union organizing campaigns.

## **Teamsters Help Train**



Teamsters are playing a leading role in a tractor driver training school conducted by the Bedford, Pa., Office of Employment Security and made possible through the Manpower Development Act. Here C. E. Stutzman (left), business agent for Teamster Local 453 of Cumberland, Md., is explaining job opportunities to some of the trainees. The instructors in the program, Herbert Hillegas, Harry Fisher, and Mike Roth, are all members of Local 453.

### NLRB Stops Firm's Unfair Practices

Rish Equipment Company, of Bluefield, W. Va., has been found guilty by the NLRB of unlawfully questioning its employees about their activities for Teamster Local 175 and of discharging an employee for his leadership in the union movement.

To remedy the situation, the NLRB ordered its regional director to count the challenged ballot of the discharged employee in the election held August 30, 1963, and if the union wins with that employee's ballot it shall be certified as bargaining agent for the employees.

However, the NLRB declared that if the union should lose, a new election shall be ordered because the employer's previous conduct impaired the employees' freedom of choice in the election.

The discharged worker was ordered reemployed with back pay, plus interest.

## Senator to Probe Highway Safety

HIGHWAY safety is to come under the scrutiny of a congressional investigation, conducted by the senate subcommittee on Executive Reorganization, a group headed by Sen. Abraham A. Ribicoff (D-Conn.).

Outlining the scope of the investigation in which hearings are expected to begin in March, Ribicoff took dead aim at automobile manufacturers. He declared:

"I'm at a loss to understand that attitude of Detroit when it says highway safety doesn't sell cars. Whether safety sells cars or not isn't the issue; we're talking about life and death."

Ribicoff declared he thought it indefensible for "automobile manufacturers to have a device that would save lives and not install it in cars."

#### Already Designed

He asserted that many safety features have already been designed in Detroit "for the car of the future."

"Why can't these safety features be in the car of today?" he asked.

Ribicoff indicated his support for a nationally uniform system of traffic signals and highway signs in the interest of safety, and the establishment by Congress of some minimum qualification for drivers' licenses.

Other subjects to be probed by the Ribicoff committee include:

- 1. The effectiveness of state motor vehicle inspection laws in reducing accident rates;
- 2. Automobile liability insurance rates and their interrelation with accident rates and rising repair costs.
- 3. Engineering highways with dividing barriers and shoulders wide enough to be used safely for repair purposes.

#### Legislation

The Connecticut senator who gained notice for his highway safety program while governor of that state, said he had no assurance that the Administration would support his proposals, but he declared that he expected his investigation to produce legislation in the field of highway safety.

While governor of Connecticut, Ribicoff promoted a program of stiff penalties for speeding and drunken driving, as well as improved highway markings and other safety programs.

## Back to the Beginning



Back where he started in 1937 when he was one of the founders of Teamster Local 564 in Meadville, Pa., F. L. Alexander (right), president, is seated on an apple crate while Harry Yocum (left), recording secretary and assistant business agent, is seated behind an old beat-up kitchen table in the local union's temporary headquarters. The reason is that a fire destroyed the Meadville Labor Temple recently and Local 564's office was among those that went up in smoke. Among the losses were irreplaceable souvenirs including the first gavel and badge used by Alexander's father, Leslie, as secretary-treasurer of Local 219, Shirtwaist and Laundry Workers, in 1898.



March, 1965

### **Congressman Helps**

## Businessmen Move Up Big Guns To Shoot Down 14(b) Repealer

THE U.S. Chamber of Commerce, champion of crippling legislation for labor unions, has lined up its big guns to shoot down organized labor's attempt to repeal Section 14(b) of Taft-Hartley.

Section 14(b) gives the states the

right to pass compulsory open shop laws.

In addition, Congressman Robert P. Griffin, (R-Mich.), master of the art of giving with one hand and taking away with the other, has announced that he will offer legislation to outlaw

so-called "right-to-work" laws under Section 14(b)—but would take it all away by offering additional restraints on labor.

Officials of the Chamber of Commerce of the United States are busy now urging all members and related organizations of business to help generate an "avalanche of letters" to Congress and the White House (especially the White House) to counter organized labor's drive for repeal of Section 14(b).

The Chamber is even telling its members what to say in the "avalanche of letters:"

Eugene Keeney, head of the Chamber's labor relations department, at a legislative briefing session during the Chamber's 4th annual Association Public Affairs Conference in Washington, D. C., recently suggested that members write, in effect:

"Tell the President repeal of 14(b) will cut his Great Society and lead to the bloodiest battles possible between unions and managements, and will not help the rank-and-file worker."

#### Charge to Battle

Some 1,000 businessmen took part in the two-day session, and heard Keeney's charge to battle just before taking off to engage in individual talks with their congressmen.

Congressman Griffin (of Landrum-Griffin infamy) declared that his measure would be the "Employee Civil Rights Act of 1965." This reminded unionists of the so-called Mc-Clellan Bill of Rights of the Landrum-Griffin Act which was written by the





National Association of Manufacturers and introduced by the Senator from Arkansas.

What Griffin's measure would do, according to his announcement, would be to:

- 1. Outlaw state "right-to-work" laws which make open shop compulsory.
- 2. Forbid labor unions from discriminating in membership because of race, color, or creed.
- 3. Forbid labor unions to use dues for political, lobbying or other purposes not directly related to collective bargaining.
- 4. Forbid labor unions to fine or penalize members for exercising any rights, such as refusal to go on strike, or any rights guaranteed by the constitution or federal law.

One thing has become very obvious about Rep. Griffin's antics in the field of labor law—it doesn't take 20/20 vision to see through the Congressman from Michigan.

Labor organizations are already forbidden by the Civil Rights Act of 1964 from discriminating because of race, color or creed. That law says:

"Section 703 (c) It shall be an unlawful employment practice for a labor organization to exclude or to expel from its membership, or otherwise to discriminate against any individual because of his race, color, religion, sex, or national origin. . ."

#### The Hooker

Labor organizations are already restricted in the use of dues money for political purposes. What Griffin's proposal could conceivably do is to forbid unions from using money for such worthwhile projects as scholarships for children of members, donations of money and articles to hospitals or to communities in disaster situations, and other contributions which labor makes to the community, among others.

Then comes the hooker.

Griffin's proposal to forbid or penalize members for refusal to go on strike is a masterpiece of the political art of giving with one hand and taking away with the other.

Compulsory open shop—which is the essence of Section 14(b)—is effective in fighting unionism only because it infiltrates union bargaining units with non-members who can break a strike or weaken a bargaining unit.

Now comes the Congressman from Michigan with the proposal that even though a majority of the members by

## Repealer Signed



This was the scene as Indiana Gov. Branigin signed the bill repealing that state's so-called "right-to-work" law which since 1957 has made open shop compulsory. Reporting on the action, Lloyd Reisner, president of Teamster Local 135, praised Gov. Branigin for living up to his word on repeal of the anti-union measure. Indiana was the only industrial state with such a compulsory open shop law.

secret ballot vote to strike, a minority of one can refuse to strike and undermine the bargaining strength of the

Griffin's own law—the Landrum-Griffin Act—requires the secret ballot, majority vote before members can go on strike.

A recent NLRB decision likened a member's refusal to honor a picket line to "treason" and upheld the United Automobile Workers for fining the member in the case.

Repeal of Section 14(b) faces a long, hard battle with the Chamber of Commerce lining up its big guns, and Congressmen like Robert Griffin exercising sleight of hand tricks.

Officials of the Chamber of Commerce and Congressman Griffin certainly should have exchanged Valentines last February 14th.

### Section 14(b) Suffers Another Defeat

Coming on the heels of repeal of "right-to-work" in Indiana, organized labor has scored a second crushing victory over compulsory open shop with defeat of a "right-to-work" referendum proposal by the New Mexico state senate.

Only a few weeks ago, the Indiana state legislature repealed its compulsory open shop law, called "right-to-work" and permitted under Section 14(b) of Taft-Hartley.

N. M. State Senator C. Fincer Neal, told the state senate as he led the fight against the proposal:

"We are fighting a profit-motive outfit from out of the state called the National 'Right-to-Work' Committee, which was organized here to make a profit out of New Mexico. They sent a professional representative here who is not from Albuquerque—as the committee's literature says but is from Washington, D. C."

#### Support S. 370

# Teamsters Propose 'Wagner Act' To Give Teachers Bargaining Punch

THE INTERNATIONAL Brother-hood of Teamsters has thrown its support behind the Administration's education bill in testimony before the Senate Labor and Public Welfare Committee.

Speaking for the International Union was Sidney Zagri, legislative counsel for the union.

Zagri told the committee:

"Today, as in every session of Congress since 1961, we endorse the idea of Federal aid to elementary and secondary schools in this country. We endorse the objective of S. 370. We accept its basic premises—priority in assistance to the economically and educationally deprived; promotion of

Expressing the International Brotherhood of Teamsters support of the Administration's federal aid to education bill (S. 370) is Sidney Zagri, legislative director for the union.

Zagri called for a little "Wagner Act" for the teaching profession so that teachers can effectively bargain for decent wages and working conditions.



education research and development; utilization of research through development programs for public and nonpublic schools alike."

Zagri called for an "Educational Wagner Act" which will give status and recognition to the teaching profession for the purposes of collective bargaining and consultation in the problems of education.

The Teamster legislative counsel pointed out that Section 209 of the Education Bill establishes labor standards and provides that laborers and mechanics employed by contractors or sub-contractors on all construction projects assisted under the Bill shall be paid wages at rates determined to be no less than those prevailing under the Davis-Bacon Act.

Said Zagri:

"We, of course favor this title as a means of insuring decent compensation for employees engaged in the construction of school facilities.

"However, there is no provision which will afford similar protection to teachers. As you know, teachers are excluded from protection under Taft-Hartley as they are employed by state and local governments," Zagri pointed out.

"Further," Zagri stated, "there are no guarantees that teacher salaries will be affected as no funds are earmarked for this purpose."

Zagri declared that such an approach is necessary if the nation is to accomplish an "educational-breakthrough." It cannot be done, Zagri said, "unless adequate salaries are paid to attract the necessary talent needed to implement the broad new imaginative programs we have heard so much about."

On behalf of the Teamsters, Zagri recommended that present labor law be amended to guarantee bargaining rights and to guarantee the right of concerted action and collective bargaining to all teachers who are employed by state or local educational bodies. Similar provisions exist in many "Baby Wagner Acts" at the state level, Zagri said.

Generally, Zagri commented that the "educational void needs to be filled by leaders of industry, labor, retailers, professions, consumers, parents—in short, the involvement of the leaders of the various facets of our national life into the formulation of educational policy should result in the establishment of the lines of communication necessary for bridging the educational gap."

## **Proper Spirit**



Members of Teamster Locals 945 and 999 in Clifton and Paterson, N.J., took part in a Christmas party for 300 children in the Paterson Armory, helping to distribute toys and food to the youngsters. Shown are (left to right): Front row—Joseph A. Yannucci, Local 999 business representative; Lawrence De Angelis, Local 999 secretary-treasurer; James Perrotti, Local 999 president; Louis Trouse, United Veterans; Adam Reiser, chief of detectives for Passaic County; Michael Ardis, president of Local 945; Daniel J. Tortorello, Local 945 secretary-treasurer; Joseph Campisano, Local 945 business representative; Back row—Joseph A. Ramos, Louis Leone, William Schwerdtfeger, and Leon A. Lampron, all business representatives of Local 945. The party is sponsored annually by United Veterans.

## Employer Slapped

The National Labor Relations Board has reversed a trial examiner and ordered Superior Rambler of Pontiac, Michigan, to cease what it calls violations of the labor law and to bargain upon request with Teamster Local 376.

In the reversal of its trial examiner, the NLRB found that the employer was aware of the union's majority status when it refused the union's request for recognition. It also found the employer had shirked its bargaining duty by dealing directly with the employees and unilaterally changing their payday after having received the request for recognition from the union.

## Teamster Son a Champ



John Currado, son of Joe Currado of Teamster Local 757 in New York City, was a member of the Mid-Island, L.I., Little League baseball team that won the U.S. championship for 1964. Serving as captain of the squad, John (third from left in front row) also had the honor of throwing the opening ball of the 1964 World Series between the St. Louis Cardinals and the New York Yankees.



When he made his last delivery before retirement, John Conroy made the trip in this Prairie View Dairy truck, as he had done so many times before. But he recalls that his first deliveries were made from a wagon, trustily drawn over dirt streets by Old Dobbin.

committeeman; of being a member of the Knights of Columbus and the Elks, and of having done yeoman work for the Red Cross and the Community Chest.

It is a record like this which makes ordinary milkmen out of most of those who have served at that trade for 52 years as Conroy did.

The extraordinary Conroy began when he was 11 years old as a helper and recalls that routes then criss-crossed over dirt roads in the town which then had only about 1000 homes.

During those early days, Conroy would meet his driver at 3:30 in the morning, deliver milk until 8 a.m., and then rush home for a quick switch to school clothes.

After his daily exercise in the three "R's," Conroy returned to work cleaning and feeding horses at the dairy.

The wages? \$1 per week which

#### **52 Years**

# Milkman Retires After Serving Union and His Community

IF ONE has been a milkman since 1912, several things stand out in his memory:

First of all, one spent a lot of hours with reins in his hands, true Teamster style, before the advent of motor power and the steering wheel.

Secondly, by conservative estimates, one handled 12.5 million bottles of milk, to say nothing of countless units of butter, cheese, cream, other dairy products and novelties.

It was not an uncommon sight in the early days of Conroy's career as a milkman to see the morning's deliveries loaded atop a sled, when winter made the dirt streets impassable for wagon and team.

Thirdly, if one was an enlightened milkman, he spent many, many years as a union member, striving to improve wages, hours and working conditions one receives for this important community service.

Those things come to mind if one was an ordinary milkman with 52 years service. But, if one were like John Conroy, of East Chicago, Indiana, those were routine considerations supplemented by other achievements.

John Conroy, who retired recently, has been a member of the Teamsters Union for 47 years, and for the last 10 years has served as trustee of Teamster Local 835, Lake County (Ind.) Dairy Employees Union.

Too, to liken one's accomplishments to those of John Conroy, one must have served 3 four-year terms on the East Chicago, Indiana, city council.

One would hold the distinction of being elected from East Chicago's 1st District, a bastion of Republican strength, as a Democrat. It's been done only three times in East Chicago's history, and Conroy did it all three times

Then, there is the added distinction of having served 32 years as precinct

went to his widowed mother to help provide for the family.

Regular drivers then were paid \$12 per week. But, when he was 16, Conroy was employed full-time as a driver at the rate of \$18 per week.

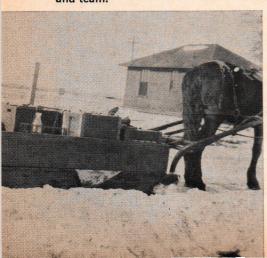
It was a 365-day-a-year job, no vacations, no holidays, no health and welfare, no pensions, no grievance machinery, no fringe benefits at all. And, there was the additional task of finishing high school.

In compiling a perfect record of making deliveries despite the elements, Conroy often switched from a wagon to a sled to make winter deliveries—even waded through hip deep snow on Easter morn, 1920, to get his product to his customers.

With 52 years behind him, retirement presents only one real problem for Conroy, that being a life-long habit of getting up before the rooster. He can't break the habit.

He still has his job on the city council, and he has eight grandchildren to make his retirement an active one.

Looking back to see if he missed anything. Conroy recalls that he did serve a nine-year stint as city plumbing





This photo, plucked from the Conroy family album, shows equipment from another era, used when Conroy, as a boy of 16, began his regular employment as a routeman for a dairy. It was the beginning of a career which was to last 52 years before he retired this year.

inspector, and that during the course of his political career he shook the hand of five Presidents—Calvin Coolidge, Franklin D. Roosevelt, Harry S. Truman, John F. Kennedy, and Lyndon B. Johnson.

And, Conroy is quick to point out that he was able to support his full and useful life on the wages of a milkman because of the accomplishments of his

Stability, too, might be listed as one of his accomplishments. In his 52 years as a milkman, John Conroy worked for only three companies, has been married to Theresa Conroy for 43 years, and has lived in the same house since 1923.

# Appeals Court Upsets NLRB In Teamster Picketing Dispute

THE SECOND Court of Appeals has upset the National Labor Relations Board which had ruled that Teamster Local 239 of Little Neck, N.Y., was guilty of a Taft-Hartley violation in its informational picketing of an auto parts house.

Local 239 had picketed Abbey Auto Parts Corp., of Bethpage, Long Island, for 100 days after it lost a representation election, with signs which said:

"To the Public, Please Be Advised Abbey Auto Parts Is Non-Union— This Jeopardizes Our Union Standards—Please Do Not Patronize."

"Don't Buy at Abbey—Non-Union—Local 239 Teamsters."

The pickets also distributed handbills to Abbey customers and asked them not to buy there.

The Second Circuit Court of Appeals did not agree with the NLRB

that the signs and handbills constituted organized activity by the Teamsters local union, but were rather of an informational nature.

Looking over the evidence, the court noted that the local union bent over backwards to insure that the

#### CORRECTION

In its February, 1965, issue, the International Teamster erroneously reported that Sen. Robert C. Byrd (D-W.Va.) was one of the cosponsors of Sen. John McClellan's bill to place transportation unions under anti-trust laws.

The West Virginia Democrat is not a sponsor of the bill. The story should have reported Harry Byrd (D-Va.) as a co-sponsor.

picketing did not interfere with Abbey's operation. Furthermore, said the court, the evidence relied upon by the NLRB is "weak." For instance, the court said, the trial examiner went too far when he decided that the term "non-union" on picket signs showed that the picketing was recognitional (an attempt to get Abbey to recognize the local union as bargaining agent for its employees).

The Second Circuit Court of Appeals decision is significant in light of the fact that four days before an NLRB election among Abbey employees, Local 239 notified Abbey that it was going to picket the company for strictly informational purposes.

The union subsequently lost the election 9-0, but continued its informational picketing and handbilling activities

#### Wichita Cab Drivers

Taxi drivers in Wichita, Kan., have reorganized into Teamster Local 795, according to Sam Smith, president of the local union.

Smith said drivers have been dissatisfied with rental rates charged them by the city's 2 franchised cab companies and that 85 per cent of the drivers have joined the union.

## Two Million Miles



Carl Pugh, member of Teamster Local 568, Shreveport, La., and driver for Complete Auto Transit, Inc., has completed 2 million miles on the road without a chargeable accident. In addition to his attention to safety on the highway, Pugh attends to union business by serving as job steward at Complete. He has been a Teamster for 25 years, joining in April, 1939.

### **A Controversy**

## Pressure On to Discontinue Prejudicial Pre-Trial Publicity

OVER THE past several years, there has been growing evidence that the 1st and the 6th Amendments to the Constitution—two pillars of our Bill of Rights—may, indeed, be at loggerheads with one another.

The 1st amendment guarantees freedom of the press. The 6th amendment guarantees the individual the right to a fair trial.

Acutely aware that an individual's right to a fair trial can be put in serious jeopardy by pretrial publicity, the International Brotherhood of Teamsters for some time now has been urging Congress to act in this area.

Recently, there has been a crescendo of complaint over the abuses by public officials issuing statements which serve to prejudice prospective jurors before a word of testimony is heard in court.

This growing chorus of complaint over pretrial publicity has the nation's newspapers on the edge of their seats, fearful—they say—that any legislative action could well restrict their right to freedom of the press under the 1st Amendment. The complaints have

been raised before over the years, but the current drive for restraint in pretrial publicity has never before been joined by such dignified and scholarly groups. It is this blue ribbon stature of complaining groups which now causes American newspaper publishers serious concern.

Not the least to join the chorus is the Judicial Conference of the United States, a conference of judges from throughout the U. S. judicial system, convened by law each year by the Chief Justice of the U. S. Supreme Court.

At its Fall, 1964, meeting, this august body of the nation's jurists recommended passage of a bill which was introduced in the 88th Congress by Sen. Wayne Morse to curtail the practice of "trial by press release." As a companion measure, Sen. Morse also introduced a bill to curtail the practice of "trial by indictment," a practice in which an individual is indicted, but never brought to trial and given an opportunity to clear his name. Publicity surrounding such an indictment serves to damage the de-

fendant's good name especially in the eyes of jurors called to serve in trials in subsequent indictments.

Both measures have been reintroduced in the 89th Congress by Sen. Morse. They are S. 290 (trial by press release), and S. 291 (trial by indictment).

Sen. Morse revised his bill to curtail "trial by press release" to incorporate changes recommended by the Judicial Conference.

Other esteemed groups which have expressed concern included the American Bar Association which has appointed a study committee called the Committee on Fair Trial and Free Press.

Already past the study stage and into the field of positive action is the State of New Jersey. The state's supreme court recently ruled that all pretrial statements about a defendant's innocence or guilt by prosecutors, defense attorneys, and police officers would be banned.

The opinion by Justice John J. Francis—which appears to bring New

Jersey closer to the British system of barring pretrial publicity—said:

"Unfair and prejudicial newspaper stories and comment both before and during trial of criminal cases are becoming more and more prevalent throughout the country.

"We interpret (two of the canons of professional ethics) to ban statements to news media by prosecutors, assistant prosecutors and their lawyer staff members as to alleged confessions or inculpatory admissions by the accused, or to the effect that the case is 'open and shut' against the defendant and the like.

"With respect to prosecutors, detectives, and members of local police departments, who are not members of the bar, statements of the type described are an improper interference with the due administration of criminal justice.

"The ban on statements by the prosecutor and his aides applies as well to defense counsel. The right of the state to a fair trial cannot be impeded or diluted by out-of-court assertions by him to news media on the subject of his client's innocence."

#### **Major Development**

American Bar Association President Lewis F. Powell, Jr., has lauded the action taken by Justice John Francis.

Powell referred to the decision as a "major new development, stating that the case emphasizes the seriousness with which the courts and the legal profession have come to view" the problem of prejudicial pre-trial publicity.

Powell recognized that the principal source of prejudicial information originates within the legal process, from police, court attendants, prosecuting and defense attorneys. "The bar and the courts have, I believe, the power to control these sources."

Powell warns, however, that "action by the legal profession, however strongly taken, will remain a partial solution unless and until the news media exercise appropriate restraint."

Now comes the American Newspaper Publishers Association which has named a study group to probe the area of juxtaposition between the 1st and the 6th Amendments.

Always highly defensive when under criticism, the American press is ever quick to point to the constitutional guarantee for a free press, when singled out for misbehavior.

Yet, it is of little consolation to a defendant who feels he did not re-

#### Britain to Tighten Rules On Trial News

IN England, once a suspect has been arrested and charged with a crime, newspaper accounts are largely confined to testimony at his trial. This has been so since 1924.

Now, the Labor government of England has announced intentions to make the restrictions on pretrial reporting even more rigid than those which have sent editors to jail and which have imposed heavy fines upon their newspapers.

Unlike the outcry now eminating from the U.S. press as it sees its trial reporting practices under close scrutiny, outcries by the British press were minor when the Labor government announced its intentions. Said the Guardian:

"It is obvious that jurors who sit to hear a case in which evidence on one side has already been widely reported are not coming to court with a wholly open mind."

ceive a fair trial because of pre-trial publicity to tell him the newspapers were only exercising their right under the 1st Amendment. To that defendant, the clang of the jail house door still rings a foul note.

The thinking of those who wrote the Constitution and who wrote the first 10 amendments which became known as the Bill of Rights was that men could remain free only if the press was free to criticize violations of constitutional rights by government and its officials.

Yet, two facts stand out in light of recent developments:

- 1. The Bill of Rights provides nothing in the way of requiring responsibility by the press in the exercise of its constitutionally guaranteed freedom.
- 2. Authors of the Bill of Rights did not anticipate that politicians—such as former Attorney General Bobbie Kennedy—would become so sophisticated in seeking personal ends by exploiting a free press at the expense of constitutional rights of citizens to a fair and speedy trial.

Yet another consideration stands out as a thorn in the side of the nation's press seeking to carry water on both shoulders—the 1st Amendment on one, the 6th on the other.

That consideration is the conflict of interest between a newspaper's editori-

al office and the dictates of a profitminded business office.

Newspapers are big business, operated on the profit-loss basis. Today's metropolitan newspaper, representing vast wealth, stays in business only if its circulation is large enough to attract advertisers. Nothing builds circulation like sensational headlines of crime news, and if an indictment involves a nationally-known figure, subsequent headlines make business managers rub their hands with glee.

Although the current controversy over "trial by press release" and other pretrial statements by prosecutors, police officers, and by defense attorneys, too, usually centers around newspapers and news magazines, radio and television, as the other two members of the communications "triumvirate" are not above criticism.

Radio and television have long been at variance with the nation's courts, claiming that reporters for newspapers are admitted to court, and therefore they, too, should be admitted with their microphones and cameras.

#### Canon 35

As yet, radio and TV have met with little success in on-the-spot coverage of court proceedings. What they run up against is Canon 35 of the American Bar Association code of ethics which looks with jaundiced eye on the noise and confusion which electronic equipment causes in legal proceedings. Too, there is the ego element which brings out the ham in prosecutors, defense lawyers, witnesses, and even judges themselves when they are aware that they are "on camera" or "on-the-air."

These circumstances surrounding the non-grata status of radio and TV microphones and cameras in the courts might explain the interest in the controversy of Theodore F. Koop, vice president of the Columbia Broadcasting System, who recently warned of a "growing gap" between the desire by the press for freedom of information and the concern of the legal profession to insure fair trials.

Before they have even gained equal status with the newspapers in the area of reporting on trials, radio and television find that they are faced with an argument that poor judgment in reporting past trial news may even place further limitations on their desire to compete favorably with the press in this area.

Koop had several immediate suggestions for improvement of crime reporting. He reasoned that journalists be more explicit and "more conservative in reporting pre-trial stories." He said proper phraseology should be used. For example, he suggested that stories say that a suspect made a "statement" instead of a "confession."

While expressing at least a minute concern for the individual's right to a fair trial, Koop also dwelled at length on the proposition that journalists take the initiative in improving relations between the press and the bar.

Too, he suggested that journalists start talking and "keep talking with the bar and the police." He said there was "some breakdown here" because of improper communication between the two groups.

What Koop seemed to hint was that through a program of image-making, journalists might gain even freer access to crime news, and radio and television might even gain access to His Honor's court.

Be that as it may, Koop's remarks approached the problem on a higher plane that did one of his compatriots, Bruce B. Palmer, news director of station KWTV, Oklahoma City, and president of the Radio, Television News Directors Association.

Palmer spurned any proposed code of conduct that would "undertake to bar or restrict the press in the coverage of a trial."

Palmer admits that there are excesses among some newsmen, but his adamant position for the status quo indicated that a shift in feeling toward his attitude might weigh the balance in favor of the 1st Amendment and away from the 6th and an individual's right to a fair trial.

Gene Robb, publisher of the Albany, N.Y., *Times-Union* and the *Knickerbocker News*, president of the publishers' association, spoke for the nation's press when it announced its study group. He said:

"Those few instances where there appears to be a conflict (between the 1st and the 6th Amendments) should be resolved without any loss of our liberties."

It is a question of judgment whether or not the instances have been few, but it is a question of fact that the press has a cross to bear if even one of our citizens has been wrongly convicted because jurors were prejudiced by pre-trial headlines in newspapers.

Robb pointed out that the committee—to be known as the ANPA Committee on Free Press and Fair Trial would arrange to discuss the problems



"I hate to admit it, John, but I'm dying for a beer."

with the American Bar Association and its advisory committee on Fair Trial and Free Press.

The Bar Association committee was recently appointed by Lewis F. Powell, Jr., ABA president. Judge Paul C. Reardon of the Supreme Judicial Court of Massachusetts is chairman of the ABA committee.

Publisher Robb also announced that the newspapermen's committee will also cooperate with the Judicial Conference of the United States.

Heading the committee is D. Tennant Bryan, president and publisher of the Richmond, Va., *Times-Dispatch* and *News Leader*.

Those who are concerned about the right to a fair trial being usurped by pre-trial and during-trial publicity hope that the publishers will proceed on the basis that the 1st Amendment was written to protect individual citizens as first consideration and that a free press was only the means, not the end; just as the 6th Amendment, too, was written for the sake of the individual citizen.

Certainly the spotlight of attention is focused now on the problem of conflict between free trial and free press. That the newspapers, radio and television are Johnny-Come-Latelys to the study is not important.

What is important is that serious study is now being done on the question.

When Sen. Morse introduced his bills in the 88th Congress in June, 1963, he was joined by an impressive array of bipartisanship. Co-sponsors included Sen. Olin Johnson (D-S.C.), chairman of the judiciary committee to which the bills were assigned; Sen. Hiram L. Fong and Sen. Daniel K. Inouye, both of Hawaii; and Sen. Stephen Young, of Ohio.

Other senators who expressed an interest in the legislation were Thomas Dodd, Connecticut; former Sen. Kenneth B. Keating, of New York; Herman Talmadge, Georgia; Everett Dirksen, Illinois; Gale McGee, Wyoming; William Proxmire, Wisconsin, and Hugh Scott, Pennsylvania.

When he reintroduced the measures

## Trial by Publicity

IN 1963, two young ladies in their early 20's were slugged, bound and stabbed to death in their East Side apartment in New York City. The public was outraged. The police were pressured for an arrest.

Nearly eight months later, an arrest was made, and according to the Time magazine, the next day, "the city's top police brass triumphantly displayed the youth arrested as the confessed perpetrator of three crimes," the murder of two young ladies, the rape, and the murder of a Brooklyn woman.

Then, during the first week in February, 1965, N.Y. police arrested a new suspect in the 1963 slaying of the two young ladies. The first youth, who had been paraded before TV cameras as the "confessed killer" was subsequently cleared of the charge in a statement by the N.Y. district attorney's office.

Though not out of the woods yet—still charged with the slaying of the Brooklyn woman—the youth can consider himself lucky that he was not brought to trial on the charges of murdering the two young ladies after having been portrayed to prospective jurors over their television sets as the confessed perpetrator of three crimes.

He would undoubtedly be the victim of pre-trial publicity of the worst kind.

in the present Congress, Sen. Morse was joined by six members of the Senate judiciary committee—Sens. Dodd, Fong, Long, Johnson, Scott and Burdick,—along with Sens. Cooper, Inouye, McGee, Moss, Prouty, Yarborough, Young (of Ohio), and Young (of N.D.).

Helping to author the measure (and the bill to ban "trial by indictment") was Professor Philip B. Kurland, of the University of Chicago law school. Professor Kurland is editor of the Supreme Court Review, and a noted scholar in the field of constitutional rights, criminal law and federal criminal procedure.

Strong opposition to any restrictions upon newspapers, radio or television to comment without reserve on trial procedure is already forthcoming. Publishers and radio and TV owners from their ivory towers look upon the 1st Amendment to the constitution as sacred.

Those who criticize as a way of life—as journalists do—more often than not are unable to benefit from criticism of their own actions. Mr. Palmer indicates the kind of opposition which will be forthcoming.

Yet, he and the newspaper publishers have spoken out at last because there is considerable impetus behind the movement for reform of a practice which denies American citizens the right to a fair trial.

It is this impetus which may start the legislative machinery moving to turn out laws to ban "trial by press release" and "trial by indictment."

The 1st and 6th Amendments would not be at loggerheads if the nation's mass communication media would accept the responsibility which is a corollary to their guarantee of a free press.

As Daniel M. Berman, professor of government, American University, said recently concerning the two Morse bills:

"What has been proposed is that criminal penalties be provided for the disclosure by federal prosecutors and police officials, as well as defendants and their legal counsel, of information not submitted to the court. Because such penalties would not be directed against members of the press, no 1st Amendment issue would be raised. The problem, however, would be largely solved, and in a manner that should be satisfactory to anyone concerned with maintaining the right to a fair and impartial trial."

#### Rainbow Road

# **Color Paving Being Used To Promote Highway Safety**

The increasing use of color as a highway safety factor was predicted recently by a researcher in road development.

The forecast was made by John P. Walaschek of the Market Development Division of the Neville Chemical Co., Pittsburgh, in a talk to more than 1,000 attending the National Bituminous Concrete Assn. convention in Miami Beach.

"Color is a newly important factor in highway safety," Mr. Walaschek said. At the present time, he said, it's being used successfully to cut down traffic deaths and accidents in California, New York and Pennsylvania.

Mr. Walaschek said two members of the Safety Bureau of the Bureau of Public Roads in Washington, D. C., already are working on colors to be used uniformly throughout the nation.

He described the tentative choices

ORANGE—for deceleration roads and exits.

RED—for approaches to stops and dangerous intersections.

GREEN—for through lanes. YELLOW—for safety zones.

BLUE-for school zones.

Mr. Walaschek called the latter color "a particularly good choice for at night blue fades out and night is when there would be no school children around."

He gave two examples of how color paving was used as a safety aid.

In his home state of Pennsylvania, he said, the road inside a tunnel was paved white "with a 100% increase in lighting effect without increasing actual lights used."

Another example cited was in San Diego County, Calif., where he said a \$190,000 expressway ramp was declared a "white elephant" and a "death trap" because six fatal accidents took place there in 1962.

"The county was so upset it was going to tear out the exit entirely," he said. "Instead, they paved the entire ramp and approach yellow.

"Now a motorist can see it a quarter of a mile away," he said. "And this has solved the problem. There have been no major accidents there since."

Mr. Walaschek said that color paving will bind to brick, concrete or asphalt, and "is as resistant to sunfading as anything perfected so far."

# Two Cases Affected by Publicity

TWO RECENT happenings serve to underscore the importance of study into the area of pre-trial and during-trial publicity, the subject of S. 290, a bill now pending in the U.S. Senate.

Late in February, the American Bar Association urged the U.S. Supreme Court to reverse the November, 1962, conviction of Texas Financier Billie Sol Estes, contending that television coverage of his trial denied him his constitutional rights. (Canon 35 of the ABA Canons of Judicial Ethics says cameras and broadcasting equipment should not be permitted in courtrooms during trials.)

About the same time the ABA was entering its "friend of the court brief" in the Billie Sol Estes case, a Virginia judge granted a mistrial motion by a defense attorney in a murder trial on the grounds that newspaper stories may have influenced the jury.

Jurors said they had read the accounts in the newspapers which reviewed the defendant's two previous trials and which reported that another defendant had been sentenced to a 48-year term in connection with the same murder.

### **Home Buying**

# Consumers Lack Knowledge About Their Life's Largest Purchase

IT IS IRONIC that the largest purchase ever made by most consumers is also the transaction about which they know the least.

It is also the transaction in which consumers find themselves most vulnerable to unscrupulous men.

And, consumers learn rather ruefully, it is the transaction in which they have the least protection.

—The buying of a house.

Selecting the house, whether it is new or old, is the easy part. Where the inexperienced consumer suffers most often is in the ordeal of "closing costs."

Closing costs pop up after the house has been chosen and usually after the buyer has committed a down payment to the builder or the owner.

It has been variously estimated that closing costs—certainly the most extravagant expenditure connected with buying a house—cost home purchasers \$2 to \$3 billion a year in the United States.

Realty groups, banks and other lenders, and title companies are among the first to protest whenever there is a suggestion of legislation to correct abuses connected with home-buying.

Closing costs, the purchaser knows dimly, occur in completing the business of acquiring his new home. But seldom is he prepared for the shock of a \$600, \$800, or \$1,000 tab to get the papers signed and sealed.

As often as not, the closing costs are so high that plans for new furniture, carpets, drapes, and other home comforts must be put on ice for months or years.

Just what are closing costs?

They are charges connected with the transfer of property—in addition to finance charges—which are imposed upon the borrower who is buying the house. Sometimes the charges are regulated by federal and state laws, more often are not. Frequently state laws are supplemented by county and city regulations that further compound and confuse the picture of closing costs.

More generally, closing costs are "customary" charges in transferring property that builders, realtors, lawyers, and lending institutions have

found will be tolerated by the customer.

Most of the closing costs are related to the expense of making the loan. They include such items as appraisals, attorney's fees, abstracts, credit reports, stamp taxes, official fees, title examination, surveys, and so forth.

Insurance chews up a big chunk of closing cost. There is insurance on the title, property, loan, the buyer, etc. Other closing costs can include loan premiums, assessments, taxes, mortgage and loan servicing, maintenance and repair on the property, financial charges, and so on.

The list of costs can be formidable and frightening to the buyer at closing time. Furthermore, he is surrounded by legal documents in triplicate. Mixed liberally into the situation is an aura of friendly good will and flattering congratulations accorded in fawning ways to the consumer by "closing officials" in the room who seem to agree that the purchaser is exercising excellent judgment.

This is the moment when house

buyers are most susceptible. Chances are they already have plunked down a large initial payment. They may already have sold their old house or cancelled the lease on their apartment and must move. They desperately desire the new house. They heave a sigh of resignation and lend their necks to the ax. And it comes down hard.

The ax isn't long in coming. Right away, for example, at the top of the list of closing costs there might be something called a "placement fee," a "mortgage service charge," or a "loan origination fee." It is usually 1 per cent of the mortgage.

Theoretically this fee is a payment to a middleman for getting the mortgage on the house. But most banks and savings and loan institutions collect this 1 per cent even when there is no middleman. It is suspect. And everybody in the room knows it except the purchaser.

Tax escrow is another item often appearing in closing costs in the form of a dollars-and-cents sum of large proportions. Tax escrow means a year's advance payments on the taxes for the house; this protects the mortgage holder in case the buyer defaults on his payments.

#### **Use Your Money**

Accompanying the tax escrow sum may be a fee charged for mortgage insurance for a year which would seem to be enough protection for the lender in case the consumer isn't able to make his house payments.

In other words, this arrangement permits the bank to get advance tax money free and lend it out at interest until the day the money has to be paid over as taxes.

Title insurance costs are designed to protect the mortgage holder, not the house buyer. If the purchaser wants such insurance, he has to buy it separately. But when he pays for title insurance, he is apt to think it's his insurance. It isn't.

One of the most common items to be found in closing costs is the title examination fee. This is a very necessary step in transferring property and sometimes requires extensive research in the county courthouse before the title can be deemed clear.

The gouge in the title examination fee comes in where big title companies maintain their own duplicate files of public records. They have crews working within the confines of the clerk and recorder office—usually

without paying rent—and photograph every piece of paper coming into the building. This permits the company to run down a title in a matter of minutes at their own office. The closing cost to the house buyer may be as much as \$100.

Other fees are often suspect in the sense that they are automatic and involve printed forms in which only names and dates along with property descriptions are filled in. Yet the cost is applied as though it were to take care of the time and expense needed to create an original document.

One of the strangest aspects involving house closings concerns lawyers. In some areas, lawyers are required by law at house closings. In other areas, it is a matter of custom and few lawyers attend closing sessions.

Platoons of lawyers in some states have complained that realtors and title companies usurp the practice of law when drawing up deeds and sales contracts. Platoons of realtors, brokers, and salesmen in turn have complained that lawyers are a needless expense in house closings.

The Reader's Digest once related an amusing incident that took place in Arizona several years ago. The state was the battleground in a jurisdictional fight between lawyers and realtors. Finally the Arizona Supreme Court ruled that realtors were practicing law illegally when they drafted documents transferring real estate. The realtors bounced back strong. They successfully campaigned over the state for a constitutional amendment reversing the court's ruling.

An employee of the Housing and Home Finance Agency disclosed recently how 10 years ago he had bought a house and represented himself at the final closing session, handling all the paperwork himself, and saved considerable money. But 2 years ago, he moved to Montgomery County in Maryland and learned that



Don't just stand there staring. Run and get the shop steward.

a county regulation required him to hire a lawyer to do the job. In other sections, this is a "custom."

Title companies are believed by many critics to be the greatest enemy of the consumer in terms of closing costs on a house. For one thing, the risks assumed by title companies are very slight and most of them make a great deal more profit with their brand of insurance than do regular life and accident insurance firms.

The Joint Center for Urban Studies of the Massachusetts Institute of Technology and Harvard noted in a recent report that the title insurance industry is comparable to a public utility with monopolistic tendencies.

Most states have regulations governing title companies, but not all of them do. In some states, the law merely requires title companies to deal at "reasonable rates." In many areas, title companies benefit from a vicious kickback system which also benefits lawyers who retain commissions unbeknownst to the home purchaser.

Federal law, in terms of Federal Housing Authority and Veterans Administration requirements, is weak in general protection for the consumer. The law actually operates more to the advantage of the market—that is, the builder, the lender, and other industry-connected people—than it does to the buyer.

FHA regulations, for instance, limit some charges and fees which lenders may collect from mortgagors and borrowers. They do not, however, control the charges, fees, or discounts which may be collected by a mortgagee or lender from sellers of property, from builders, or from other parties connected with the mortgage transaction.

Even in the statutes where the FHA does have authority, the law is shot through with such phrases as "reasonable and customary charges or fees," "reasonable and customary amounts," etc., so that federal law really is incapable of disturbing the status quo of closing costs as exemplified by whatever the traffic will bear in any given community.

When Sen. Paul H. Douglas (D-Ill.) was holding his hearings on a proposed Truth-in-Lending bill in 1963 and 1964, one of the subjects was house closings. He asked pertinent federal agencies for a compilation of state mortgage credit laws and received them in due time.

The variety and the scope of charges, in addition to finance charges, permitted by state loan laws to be imposed on the borrower was staggering. Some states had little or no law concerning the expenses in making loans, but had complete statutes on insurance items—and vice versa.

There was a wide range in terms of what kind of lending institutions were covered by state law, also. Banks and trust companies were regulated very little in some areas while savings and loan associations, credit unions, building and loan associations, and industrial banks were regulated more heavily.

There was no rhyme or reason, the Senate probers found, in state statutes covering charges that could be imposed on the borrower. One state, Ar-

kansas, had no regulations at all, indicating that the consumer there was like a bird on the wing with a yeararound season on feathered game.

The most common state regulation involved the authorization of official fees to be charged to the borrower, the fees being generally defined as those required to be paid to a public office to perfect a lien or security.

Seventeen states had laws stipulating that the cost of lawyer's fees could be imposed on the consumer.

A score of states decreed that the house buyer must pay for the credit report which the lender desires before making the loan, an expense which reasonably could be expected to be shouldered by the money lender who initiates the report.

A majority of states carried specific language in their laws concerning the amount of loan interest charges.

Some states, like Iowa, Maine, and Kansas, put the burden on the buyer by making him responsible—in the case of loans from building and loan associations in the states of Iowa and Maine, and savings and loan associations in Kansas—for "all reasonable expenses" of making and closing loans. Kansas also included the phrase, "a reasonable flat charge."

#### Cost Jungle

The closing cost jungle has found itself invaded in recent months by several agencies of government as a result of a resolution adopted by the Consumer Advisory Council, June 10, 1964. The resolution reads:

"The Consumer Advisory Council has taken cognizance of the wide variance in closing costs assessed in federally financed home purchases. It notes, furthermore, that the charges are widely different for essentially the same services.

"In the interest of preventing abuses in closing cost charges, the Consumer Advisory Council recommends that the Special Assistant for Consumer Affairs request reports from the federal agencies concerned, particularly the Housing and Home Finance Agency, the Home Loan Bank Board, the Veterans Administration, the Board of Governors of the Federal Reserve System, and the Comptroller of the Currency which will:

"(1) appraise present practices, and

"(2) formulate those policy recommendations which can be implemented under present legislative authority, and

## The Driver's Prayer

"I pray Thee, Lord, that I may feel ...

"Thy guiding hand upon this wheel ...

"Give me clear head and watchful eye . . .

"A sober mind and let me try ...

"With sense and patience to respect . . . .

"Another's right and to elect ...

"To all the traffic laws obey ...

"And not dispute the right-of-way ...

"Nor hog the road nor lose control . . .

"And bring me safely to my goal."

(Submitted by Edward J. Wells, Local 153, Newark, N.J.)

other recommendations which would require specific legislation."

Mrs. Esther Peterson, the President's Special Assistant for Consumer Affairs, took up the recommendation and asked for the reports from the various agencies.

It has not been revealed what progress has been made in this direction. At least one agency, the Housing and Home Finance Agency, is nearing completion of its report.

Any recommendations for specific legislation that might be brought forth, of course, will be pounced upon like a fresh bone by pro and con elements in Congress. Consumers, meanwhile, still face the terrors of closing costs.

Simultaneously, other headaches are developing in the housing industry. There is an overabundance of mortgage money which is encouraging an increase in home financing fraud.

Through conspiracies involving various combinations of builders, real estate and mortgage brokers, lawyers, appraisers, and sometimes loan company officials themselves, borrowers are finding it possible to obtain a house or property with little or no cash investment on their part.

The fraud is so widespread in some cities that it involves entire housing subdivisions. Invariably a fake contract is developed and the house buyer is able to make his purchase with only 10 per cent of what he might be expected to make ordinarily in a down payment.

#### **Foreclosures**

Such conspiracy always includes high closing costs which, after all, are represented as a saving to the house buyer willing to go in on the cut-rate deal.

This "liberalized" loan system often comes back to haunt the perpetrators, including the home buyer. Government records show that foreclosures on home loans have doubled in the past 4 years to a 26-year high of 108,000. That's a lot of closing cost down the drain. Government analyists contend there is a direct link between the sharp rise of foreclosures and fraudently obtained large loans which the borrowers find themselves unable to pay.

In terms of closing costs, buying a home on legitimate terms remains hazardous enough for the average consumer. Part of Sen. Douglas' Truthin-Lending bill would require that the home buyer be told in advance what his closing costs will be—and this

legislation has been fought hard by the real estate and associated lobbies.

Until there are more stringent safeguards for the house buyer, he remains a mark for the flim-flam artists anxious to clean up at closing time.

About all the consumer can do when it comes to closing costs on a house he is about to buy is to question each item on the list of costs. If anything seems way out of line he should make the seller representatives clarify the need for the cost.

The only fixed sums in the list of closing costs are those connected with county and state charges and taxes. These cannot be altered. But all other costs are subject to change and an obstinate home buyer theoretically can balk at the last moment until his costs are minimized to his satisfaction.

Of course, if the buyer has already made his down payment, he is up against it in the sense that he will have trouble getting his money back if he insists on reasonable closing costs or no deal. This is the reason for the forfeiture clause in preliminary house purchase contracts.

The only other alternative is for the consumer to refuse to settle but indicate that he is willing to settle under the right conditions. This may give him some time. Occasionally the builder and the lender are under pressure to close the deal and will be inclined to bargain on the closing costs.

So long as the house buyer admits to himself that he can be his own worst enemy if impatient to move into the new house, then he'll remain in a good position. Once he tires of the game, however, it starts to cost him money.

The best thing to do is, before ever signing any kind of sales contract, in-



"It is a highly confidential test. You can trust us."

sist on a complete list of all closing costs to be expected later. Sellers don't like to produce such a list, but they will if cornered.

When all is said and done, one unfortunate truism—coupled with "let the buyer beware"—remains on the subject of closing costs: House buyers are likely to be saddled forever with unreasonable closing costs until they have legislative protection that provides for recourse in the case of "reasonable and customary" injustice.

#### \$840,000 Road Bill Clears Committee

The House Public Works Committee last month cleared the Administration's \$1.1 billion Appalachia bill in exactly the same form as that which passed the Senate Feb. 1.

Most of the money, \$840 million is to be used for 2,300 miles of highways and 1,000 miles of access roads designed to stimulate tourism and industry generally in the depressed 11-state Appalachia region.

During the two days of closed sessions, Republicans had offered 18 amendments. The most far-reaching would have extended aid to all economically depressed areas in the country instead of just the Appalachia region.

#### Republicans Voice Protest

The action of the Democratic majority in defeating all attempts at change brought charges of "steam-roller tactics" from Republican leaders.

Rep. William C. Cramer of Florida, the ranking minority member of the House Committee, said:

"I'm deeply concerned that the bulldozer had such a heavy head of steam that not a single amendment offered by the minority was adopted."

He said the committee majority "apparently acted on direct orders of the White House" and "refused to cross a T or dot an I."

Meanwhile, Republicans laid plans for what could develop into a fight over which New York counties—if any—might later be included in the Appalachia measure.

The Senate had cleared the path for possible inclusion of the seven Southern Tier New York counties and six adjoining counties subject to the approval of the Appalachian Regional Commission and the Governor of New York.

JOHN B. McGINLEY, C. P. A. (1927-1955)

LEO F. McGINLEY, C. P. A.

WILLIAM P. ROCHE, C. P. A.

MEMBERS OF AMERICAN INSTITUTE

OF CERTIFIED PUBLIC ACCOUNTANTS

#### McGinley & Roche

CERTIFIED PUBLIC ACCOUNTANTS

4000 ALBEMARLE STREET, N.W. SUITE 503 WASHINGTON 16.D.G.

February 17, 1965

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America 25 Louisiana Avenue, N. W. Washington, D. C. 20001

Gentlemen:

We have examined the consolidated balance sheet of the

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA AND ITS SUBSIDIARY, TEAMSTERS' NATIONAL HEADQUARTERS BUILDING CORPORATION

as of December 31, 1964, and the related statement of income and expense for the year then ended. Our examination was made in accordance with generally accepted auditing standards and accordingly included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

In our opinion, the referred to consolidated balance sheet and statement of income and expense present fairly the financial condition of the

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA

as of December 31, 1964 and the results of its operations for the year then ended and were prepared on a basis consistent with that of prior years.

Respectfully submitted,

McGINLEY AND ROCHE

M Linky & Roche Certified Public Accountants.

## INTERNATIONAL BROTHERHOOD OF TEAMSTERS AND ITS SUBSIDIARY-TEAMSTERS' NATIONAL HEADQUARTERS BLDG. CORP.

## CONSOLIDATED BALANCE SHEET AS OF DECEMBER 31, 1964

#### ASSETS

Cash		
On Deposit, Checking Accounts	\$ 1,264,483.64 1,226.50	
Office Funds	650.00 4,472,629.64 7,400,000.00	\$13,138,989.78
Accounts Receivable		
Advances—Affiliates and Allied Organizations	256,285.20 31,897.83	
Advances for Bookkeeping MachinesOthers	133,151.43	421,334.46
Inventories—Cost or Market Local Union Supplies and Equipment		147,136.76
Investments		
Securities—Maturity Value (Note 1)	27,190,605.76 335,656.23	27,526,261.99
Deposits		
Local Union Supplies and Equipment	52,341.55 1,078.02	53,419.57
Deferred Charges to Future Operations Prepaid Insurance	12,649.20	
Prepaid Appeal Bonds	215.34 22,500.00	
Prepaid Organizing Expenses Prepaid Postage	2,230.04	
Prepaid Surety Bonds	20,107.14 4,444.99	
Prepaid Taxes	478.81	
Prepaid Rent	2,273.33 395.35	
Cafeteria Stock Inventory, Lower—Cost or Market	821.83	66,116.03
Fixed Assets		
Real Estate	4,484,072.66	
Furniture and Furnishings Office Equipment	90,390.52 45,055.48	
Automobiles	19,670.81	
Aircraft	26,007.76 2,722.22	4,667,919.45
Total Assets		\$46,021,178.04
LIABILITIES DECEDDED INCOME AND NET WORTH		
LIABILITIES, DEFERRED INCOME AND NET WORTH		
Accounts Payable  Trade Creditors	\$ 266,073.63	
Escrow Funds	7,708.64	
The Teamster Affiliates Pension Fund Employees' Income Tax Withheld	295,771.52 22,151.39	
Others	4.00	\$ 591,709.18
Accruals		
Salaries and Expenses	110,375.89	115 (01 72
Taxes—Social Security	5,225.83	115,601.72
Total Liabilities		707,310.90
Deferred Income		361,533.60
Net Worth	41 400 000 0	
Balance, January 1, 1964	41,492,927.71	
Excess of Income over Expenses for the year ended December 31, 1964	3,459,405.83	44,952,333.54 \$46,021,178.04
		410,021,170.04
Note 1: \$51,000.00 deposited as collateral for Supersedeas Appeal Bonds.		

March, 1965

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## INTERNATIONAL BROTHERHOOD OF TEAMSTERS AND ITS SUBSIDIARY-TEAMSTERS' NATIONAL HEADQUARTERS BLDG. CORP. STATEMENT OF INCOME AND EXPENSES FOR THE YEAR ENDED DECEMBER 31, 1964

Operating Income	CLIVIDER 31, 1	
Fees	#17 007 705 05	
Per Capita	\$17,987,725.85 760,035.00	
Organizational	250.00	**********
Back Tax	97,899.63	\$18,845,910.48
Other Income Sale of Supplies	111,011.96	
Refunds, Claims and Overpayments	290.25	111,302.21
Total Operating Income		\$18,957,212.69
Deduct:		
Operating Expenses	3,131,636.79	
Donations to Subordinate Organizations Organizing Campaign Expenses	2,585,324.12	
Supplies Purchased for Resale	65,338.26	
The Teamster Affiliates Pension Fund	3,956,426.46 1,130,591.17	
Legal Fees and Expenses	716,445.80	
Retirement and Family Protection Plan	763,508.29 201,050.00	
Judgments, Suits and Settlements	9,394.11	
Officers', Organizers' and Auditors' Salaries	884,752.18 551,094.79	
Officers', Organizers' and Auditors' Expenses	343,063.63	
Staff Expenses	10,776.22	
Printing and Stationery	15,516.65 19,230.37	
Telephone and Telegraph	63,592.98	
Express and Cartage	9,906.02 17,210.50	
Office Rent	51,061.51	
Office Furniture and Equipment Expense	4,631.60	
Auditing Expenses	3,829.57 38,962.43	
Bonding Expense	7,373.85	
Building Occupancy Expense Custody	12,171.69	
Maintenance, Supplies and Service	174,823.80	
Supervision and General Expense	29,501.46	
Cafeteria and Kitchen	67,149.88 100,431.38	
Insurance, Building	7,631.21	
Taxes, Real Estate	64,547.90	
Occupancy Expense Reimbursement	(1,666.82) 99,561.99	
Donations to Public Causes	51,434.20	
Donations to Allied Organizations San Francisco Office	331.25 6,880.78	
Dallas Office	3,720.00	
Seattle Office	9,000.00 124,883.58	
Taxes, Personal Property and Others	22,175.28	
Taxes, Social Security	59,947.87	
Departmental and Divisional Expenses Auto Repair and Maintenance	1,137,882.07 5,162.40	
Aircraft Repair and Maintenance	114,633.27	
Depreciation and Amortization  Health and Welfare	92,448.72 20,721.60	
Participation in Labor Movement Causes	6,829.50	16,790,920.31
Net Income from Operations		\$ 2,166,292.38
Add: Financial Income		
Income		
Interest on Investments \$1,372,551.59 Discount Income 77,510.67		
Rent Received	1,450,287.26	
Expenses 50.710.67		
Service Charges         59,710.67           Investment Expenses         657.32		
Rental Property Expenses 63.97		
Bond Premium Amortization	168,088.59	1,282,198.67
Total Operational and Financial Income		\$ 3,448,491.05
Add:		
Other Income Defunct Local Union Funds		
Gain on Sale of Fixed Assets	10.010.51	
Other	12,048.54	
Less: Other Expense		
Loss on Foreign Exchange	1,133.76	10,914.78
Excess of Income over Expenses for the year ended December 31, 1964		\$ 3,459,405.83
year ended December 31, 1904		Ψ 3,432,403.03

# For Information

## A Tax Dodge

Some tax-free foundations, said a recent Treasury Department report, may be keeping cash on hand rather than putting it to charitable use—in case donors to the foundations may want to borrow money. The report said such situations are "adversely affecting taxpayer morale." It added that "the belief is becoming more widespread that the creation of a private foundation is a tax dodge."

## The Snoopers

More companies are giving more intelligence, aptitude and personality tests to more job seekers and job holders than ever before. One non-union trucking company has a list of 500 questions it asks of potential drivers, including whether the prospective employee prefers a shower to a bath tub, if he is afraid of deep water, and if he thinks women should be allowed in bars.

## Costs Go Up

Consumer prices increased 1.1 per cent during 1964 as the Consumer Price Index ended the year with a mark of 108.8—that is, at the beginning of 1965 it took \$10.88 to buy what \$10.00 purchased in 1957-59. The greatest CPI increase last year was in the cost of professional medical care which went up 2.8 per cent. Since the 1957-59 base period, medical expenses have risen 20 per cent.

## Bigger Benefits

Wider eligibility for benefits, greater employer contributions, and job-to-job portable pensions have been proposed by a Presidential committee in regard to pension plan changes. Employer reaction has ranged from cool to hostile, according to the Wall Street Journal. Personnel executives at the American Management Assn., meeting in Chicago objected to most of the ideas.

### The Cost Of Health

Spending for health and medical care is rising at a fast rate, according to the Department of Health, Education and Welfare. Private spending total \$26.4 million in 1964, an increase of 29.4 per cent over the \$20.4 billion output in 1960. Government spending last year totaled \$9 billion, an increase of 40.6 per cent over the \$6.4 billion expenditure in 1960.

## RTW Repealed

An embarrassed city council in Whitesburg, Ky., recently repealed a so-called "right-to-work" ordi-

nance it had adopted only 3 months earlier. The council had been told that an anti-union, low-wage clothing manufacturer would build a plant in Whitesburg if the city outlawed the union shop. The town fathers quickly responded with a local RTW law. But no new industry came to the community after all

#### Worthless Treatments

"Americans now pay at least \$1 billion a year for worthless treatments and nostrums. It is incredible that a wealthy nation, priding itself on its enlightenment and its thirst for progress, should pay such a heavy penalty for ignorance and lack of adequate law enforcement. Profits of some manufacturers of worthless devices are in the millions of dollars."—so reads a Special Senate Subcommittee report on "the frauds and deceptions aimed at the millions of American who are near or past retirement age."

## Runaway Plants

Runaway plants travel south for a good reason. A Labor Department report shows that 20 per cent of factory workers in the South toil at pay rates within 5 cents of the \$1.25 minimum wage. Of an estimated 1 million factory workers—about 6 per cent of the factory work force—who labor for pay within 5 cents of the minimum, nearly 600,000 are employed in the South.

## . U.S. Hires The Most

Uncle Sam is the greatest employer in the nation. By the end of fiscal 1966, more than 5.2 million persons are expected to be on the federal payroll. More than half the total will be in the armed services. Payrolls of state and local governments have more than doubled in the past 20 years. There now are an estimated 7.1 million persons employed by state, county, and city governments.

#### Calif. Workers Join

California labor unions added 48,000 new members to their rolls in 1964, according to the California Department of Industrial Relations. A count by the state's Division of Labor Statistics and Research showed that 3,789 local unions in California had more than 1.8 million members. Most of the recent union membership gains were made in non-manufacturing industries.

#### Enviable Record

Only a handful of reports filed by labor unions in 1964 under the Labor-Management Reporting

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and Disclosure Act involved irregularities. The Department of Labor said 52,268 reports were filed by labor unions in 1964. There were 6 civil actions brought for reporting violations. There were 76 criminal actions brought against union officers and employees, most of them no longer on the job, resulting in 61 convictions.

## Grievance Machinery

Procedures for handling disputes arising out of workers' grievances during the term of a collective bargaining agreement are provided for in virtually all major agreements, according to a Labor Department survey. Of 1,717 major contracts studied—covering more than 7.4 million union members—only 20 agreements made no reference to a method of settling grievances.

## Privacy Invaders

At the beginning of Senate hearings on electronic eavesdropping, Sen. Edward V. Long (D-Mo.), chairman of the investigating subcommittee, noted that numerous non-security federal agencies have purchased a considerable quantity of electronic surveillance equipment. He said: "We want to know if it is used and, if so, for what purposes; and if it is not used, why not? We want to know who uses it and under what controls."

## Incomes Up

The Internal Revenue Service says persons listing taxable incomes of \$10,000 or more increased 14.5 per cent to more than 8 million in 1963. Returns with income of \$5,000 to \$10,000 went up 2.6 per cent to 22 million. People with income less than \$5,000 decreased 1 per cent to 33.8 million. Deductions were itemized on 44.1 per cent of all 1963 federal income tax returns.

## Consumers' Office

Introduced by the late Sen. Estes Kefauver 3 times in past years, a measure has once again been placed in the congressional hopper to establish an independent Office of Consumers. Sen. Philip A. Hart of Michigan introduced the bill with 17 co-sponsors. The proposed agency would look out for the economic interests of American consumers, Hart said, by inserting the consumer view into government policy, by serving as a clearing house for consumer complaints, and by disseminating information beneficial to consumers.

#### Power Balance

"It is our conclusion that in the area of multiemployer association collective bargaining the balancing of power between unions and employers has been quite successfully achieved. Those who fear the results of 'big unions' and 'big employers' will gain very little support for their positions from the history and results of multi-employer association collective bargaining."—so read a House labor subcommittee report after a 6-month study of such collective bargaining.

## Cost of Scabbing

The "scab-operated" Florida East Coast Railway has received judicial orders to end its "deliberate and willful" defiance of a federal court injunction aimed at ending a 25-month-old strike against the Dupont-owned line. Federal District Judge Bryan Simpson handed down the new decision—backed with a penalty of \$4,000 against the railroad each day that it does not comply—after finding that the Florida railroad violated an injunction he issued last October on behalf of the Railroad Trainmen.

## License To Beg

When the first statute dealing with relief for the poor—that is, the unemployed—was created in England more than 400 years ago, it empowered justices of the peace to license aged and impotent persons to beg within their own neighborhoods. Welfare progress was such that by 1697, paupers whose claims were received for relief were ordered to wear a large red or blue P on their outer garment.

#### Truth Bill Boost

Sponsors of a "Truth-in-Packaging" bill designed to protect consumers won a prestige victory when the proposed measure was referred to the Senate Commerce Committee reportedly friendly to the legislation. Losers in the floor-and-cloakroom skirmishing were Sens. John L. McClellan (D-Ark.) and Everett M. Dirksen (R-Ill.) who had sought to get the measure referred to the unfriendly Senate Judiciary Committee where the bill died in 2 previous sessions of Congress.

## Surprise Survey

There were some surprises in a recent survey of 375 college economics professors polled by the Chase Manhattan Bank. Asked whether they believed the federal government should set up a system of compulsory arbitration to settle major labor-management disputes, 74 per cent were against the idea. Asked whether they believed benefits under the federal social security system should be expanded, 82 per cent of the professors said "yes."

## Productivity Up

Output per man-hour—or productivity—in the private economy increased 3 per cent during 1964 according to the U.S. Department of Labor. Output per man-hour in 1963 increased 2.8 per cent. Labor Secretary W. Willard Wirtz, in announcing the gains in output per man-hour, noted that the average rise in the total private economy for the last 3 years was 3.33 per cent—higher than the postwar average of about 3 per cent.

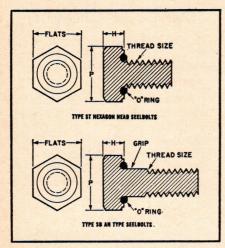
## 2-Way Radio is Light and Portable

# WHAT'S NEW?

### Fencing of Fiberglass-Reinforced Plastic

A new line of protective fencing made of fiberglass-reinforced plastic provides a protective barrier around hazardous corrosives, explosives or high-voltage electrical equipment. Colored with permanent high-visibility yellow pigment for added safety, it is easy to install and offers long service life with minimum maintenance.

## Unusual Design Makes Bolts Self-Sealing

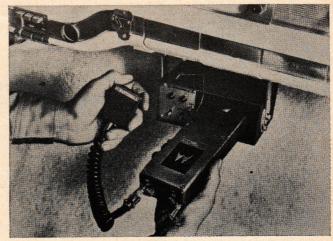


For vibration-resistant mounting of engines, pumps, compressors, etc. comes a line of high-pressure, self-sealing bolts with an unusual feature. Beneath the head is a groove that accommodates an O-ring which compresses to form a tight seal against any surface.

## Tape Designed in Vinyl For Automotive Uses

A Minnesota firm presents a vinyl electrical tape designed especially for automotive use. Easy tearing and tight wrapping on fine wiring jobs is permitted through the use of a thin plastic backing with a strong adhesive.

A light-weight, portable 2-way radio designed primarily for communications between office, terminal and yard is on the market. For use in UHF operation in 450-470 mgc bands, it also adapts to low-power mobile use. Weighing 35 oz. and measuring 31/8 x 8 x 15/8 inches, it operates



as a portable on one rechargeable battery or on a standard mercury cell battery.

## Tire Storage Racks Easily Erected

Employing an ingenious new device from California, tire storage racks can be erected rapidly by two men. It is a pipe-rack locking tool that locks beam pipe at any position on a column pipe by means of a single screw. It consists of an open loop and saddle and provides 8000 pounds of grip.

## Accurate Rear-View Mirror Adjustment from Dash

Quick, accurate adjustment of any rear-view mirror is permitted via a dashboard mounted lever. This remote-control mirror is designed to fit existing standard mirror brackets on most large trucks. The mirror assembly makes wide use of stainless steel, particularly for cables, to assure long service life.

## Wire Twister Makes Cable

Bare or insulated wire is twisted into cable evenly and rapidly by means of a new wire twister from Cleveland. By employing a pumping motion of the device's knob, 10 or more solid or stranded wires of any length can be wound into 14-gage cable. Pulling the knob causes the body of the tool to rotate and on release, it snaps back into position for the next twist.

## Chemical Deodorizes Odor of Exhaust

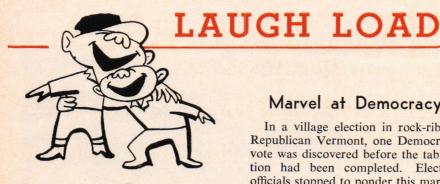
An additive is now on the market that changes the odor of diesel exhaust to a pleasant fragrance. The chemical, added to diesel fuel, deodorizes the exhaust during the combustion process.

## Extinguisher Locators That Glow in Dark

Should a power failure occur when a fire breaks out, a new line of luminous fire extinguisher locators would make it possible to locate an extinguisher in the dark and to identify it as to the type of fire for which it was intended. These locators that glow in the dark or in dim lighting also provide bold daytime visibility.

WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.



## Prayers Answered

A mild-mannered minister accepted the call to a church in a community where many residents bred and raced horses. A few weeks later he was asked to invite the prayers of the congregation for Lucy Gray. Willingly and gladly he did so for three weeks. On the fourth Sunday the parishioner who had made the request informed him that the prayers were no longer necessary.

"Why?" asked the good minister with an anxious look. "Is she dead?"

"Oh, no," replied the horse breeder. "She won her race."

## Holy Cards

Preacher (at close of sermon to one of his deacons, half asleep): "We'll now have a few minutes of prayer. Deacon Brown, will you lead?"

Deacon Brown: "Lead? I just dealt."

## Not Afraid

A three-year-old and his father were being pushed towards the rear of a rapidly filling elevator. A kindly lady turned to the father and said: "Aren't you afraid the little boy will be squashed?"

"Not at all," answered the fond parent. "He bites."

## Long Staircase

Said one drunk to the other, as they walked down the railroad tracks: "Shay, these stairs are killing me!" Said the other drunk: "Ain't the stairs—it's these low bannisters!"

## Losers

Many of us don't know what poor losers we are until we try dieting.

## Marvel at Democracy

In a village election in rock-ribbed Republican Vermont, one Democratic vote was discovered before the tabulation had been completed. Election officials stopped to ponder this marvel, then decided to complete the count. Another Democratic vote turned up.

"That settles it," said one official. "That dad-burned fool voted twice."

#### Redefined

A committee has been described as a group of executors who, singly think they can do anything, but who, together, decide nothing can be done.

#### Hot Drill

It was a hot, sultry day at the Army camp, and the tough sergeant had been drilling basic trainees until the awkward troops were ready to

A passing officer stopped to watch the drill, and grew progressively more displeased. Just as it seemed things could get no worse, one lanky recruit dropped his rifle. The officer ordered the offender out of formation. "How long have you been in the Army?" demanded the irate officer.

The weary rookie looked up at the officer. All the cares of the troubled world were written across his face as he stammered, "All day, sir."

### Tour Note

"I must tell you about Venice," Will Rogers once said. "I got seasick crossing an alley."

## Friendly Warning

Sign near a school in Geary County, Kans.: "Please Drive Carefully. Don't run over the children. Wait for the teacher.'

#### Fair Value

"How much did you pay for that monstrosity?" growled the husband, as he watched his wife try on her new

"It was on sale, and I got it for a song," the wife replied.

"Well, if I hadn't heard you sing, I'd swear you'd been robbed," remarked the brute.

## Questionable Question

Johnny had asked so many questions that his father had run out of patience. "Look here," he said, "didn't you ever hear of the little boy who asked so many questions that he turned into a question mark?"

Johnny thought for a minute. "Daddy," he asked, "how did he keep the dot under himself?"

## Marvels of Chemistry

A worried mother consulted the family doctor. "Do you feed her milk before she goes to bed?" he asked.

"Of course."

"That's the trouble," he explained. "When she goes to sleep after drinking milk, she tosses in her sleep. The milk turns to cheese, the cheese to butter, butter to fat, fat to sugar, sugar to alcohol. The first thing you know, the kid wakes up with a hang-

## Deadly Sarcasm

After a young lawyer had talked nearly five hours to a jury which, by that time, felt like lynching him, his opponent, a grizzled old veteran of legal wars, smiled sweetly at the judge and jury and said, "Your honor, I will follow the example of my young friend, who has just concluded, and will submit the case without argument."

## 'Tis Said

American women are the best yessed women anywhere.

Vol. XII

(From the March, 1915, issue of the TEAMSTER)

Number 3

## The Benefits Of An Adequate Treasury

There is only one way to accumulate organization fundspayment of adequate union dues. Organizations have found it a wise policy to increase low dues as rapidly as possible, because increased financial resources, at thier command give them increased prestige, increased ability to secure better wages and working conditions and increased ability to provide against threatened dangers. There is no investment a wage-earner can make that will bring him greater returns than his union dues.

The financial organization of a trade union must be based on sound business principles. Wildcat finances in trade unions will be no more reliable than wildcat banking investments. Money will not get into the union treasury by miracle or by the wishing process. The protection of a well-filled treasury is possible only for those who are willing to pay the price in dues, management and foresight. The very existence of a sound financial organization constitutes a defense of its members.

#### rrespondence FITCHBURG, MASS.

Mr. D. J. Tobin, Indianapolis, Ind .:

Dear Sir and Brother-I am writing a few lines from Eastern, Mass., to let you know that Local No. 473 is still in existence. Business being dull in this city, we are having a hard time to make rapid progress but still we gain a little every month. The non-union teamsters seem to expect the union ones to cook the bacon and they will eat, instead of joining our union and getting something that will benefit them as well as us.

Our future looks like a prosperous and better standing in

With best wishes for the International Magazine, I am,

Respectfully yours, ALFRED L. CAISSE, Recording Secretary.

## Labor Conditions in Germany, France



The Keystone Cops, starring such comics as Ben Turpin, Chester Conklin, Hank Mann and Ford Sterling, were delighting movie audiences across the land in the year 1915. The one-reel comedies were the creation of Mack Sennett, who also made the first full-length comedy, Tillie's Nightmare.

## Flesh and Blood and the

achieve results for labor is in strong intelligently conducted organizations. Our weapons sometimes are crude, and sometimes they seem to be-and are-unwisely used: but they are all that we have, and if they are not very modern it is not our fault. To be compelled to continually fight oppression well fortified in its position, while we are poorly equipped, is a long and weary contest; and one cannot expect much change in the methods and weapons, until there is a greater awakening to the realization of human rights by the slumbering masses who are only indirectly affected by the contest.

Public inconvenience and suffering is held up by the opponents of organized labor as one of the great sins in an attempt to influence unthinking non-combatants that labor's fight is not a righteous cause. And because of the indirect suffering of the public many schemes have been proposed to curtail our rightful liberties in carrying on contests to give to the laboring millions justice and the right to live in decency and comfort. The public,

The power that enables us to feeling the sting of the onslaught, oftentimes without thought of the justice of our position, condemns us and thereby aids in our defeat. There must come from the source of public opinion more expression of knowledge of human needs, and an awakening to the realization that the people must demand of wealth recognition of labor's rights. People must more and more realize that a greater value must be placed upon human flesh and blood than paltry dollars.

In the wild scramble for wealth, human weal, as a general proposition, has been forgotten. In the glamour of the power and prestige for which wealth is sought, oppressed humanity has been trampled under foot, and left mangled and bleeding.

### Gauls Take Laissez-Faire View of Unions

The workman of France in no trade are so well organized as the workmen of Germany, according to W. D. Mahon, General President of the Street Car Men's Union, who recently returned from a tour of Europe. They do not seem to comprehend or grasp the necessity for a united and substantially built union. Neither do they give the attention to the beneficial features that the trade unions of Germany and America give. They are what we would call in the United States visionary unionists. They are not looking to their unions for the benefits that we look to our unions for, but they seem to lay all their hope in the strike. One union official told Mahon, when he pointed out the fact that his trade was only partially organized: "Oh, that don't matter; they are union men at heart, while not in the pocketbook, and they will all strike with us at any time."

The organized French workers are working upon the theory of the general strike. They seem to think that some day, in some manner, there will come a general suspension of all labor, and that in this way labor will rise up and overthrow the present economic condition and establish the millennium, and therefore they work upon a different theory entirely than that of the organized workers of Germany. And oh, what a difference, when you pass from a study of the trade unions of Germany to those of France.

## WEAR THE EMBLEM

Our Organization

ADVERTISE THE BUTTON AND EMBLEM

